



EPLI—Employment Practices Liability Insurance Claims Statistics and Recent Judgments

Is your client adequately protected against employment-related claims?

In today's litigious environment, the protection afforded by Employment Practices Liability Insurance (EPLI) coverage has become more valuable than ever. Recent studies underscore the need for firms to seriously consider the extent of their exposure:

- 27% of all winning plaintiffs in EPL cases are awarded punitive damages averaging just under \$3 million;
- 10% of the federal court docket is now comprised of employment law cases;
- A recent telephone poll revealed that 31% of all female and 7% of all male workers claimed to have been sexually harassed; and
- The average EEOC complaint takes over one year to handle.

Recent Judgments The following scenarios are examples of claims brought by employees. Consider the devastating impact that these situations could have on your clients:

- ***\$3.5 million jury verdict*** imposed on a national retail chain after denying a position to a paraplegic job applicant. The individual had been told that the store “had no openings for a person in a wheelchair”.
- ***\$900,000 awarded*** to a female employee in response to a claim that her supervisor sexually harassed her and others and that she was retaliated against when she complained.
- ***\$1.9 million voluntary settlement*** agreed to by one of the largest agricultural firms in the United States. The case, brought by the EEOC on behalf of current and former employees, alleged sexual harassment and retaliatory acts by company management.
- ***\$1 million awarded*** to a 49-year old former sales manager in an age discrimination case. The individual was terminated after 17 years with the company. Officials told him that “he looked his age” and that he did not fit into the young aggressive image the firm was trying to convey.
- ***\$375,000 judgement*** awarded to an individual after his employer refused to grant a 12 week leave guaranteed under the Family Leave Act of 1993.