



# Employment Practices Liability

## COVERAGE HIGHLIGHTS

*Employment-related claims impact organizations of every size, in every industry.*

### Why you need protection

Employers, big and small, are subject to federal, state and local laws regarding employment practices. Exposures leading to employment practice claims have increased over the years. This can be attributed to economic conditions, social inflation and the ever-evolving legal environment.

### Coverage highlights

An Employment Practices Liability (EPL) policy helps protect company assets from employee lawsuits alleging discrimination, harassment or wrongful termination and other employment-related claims. Specifically designed to meet the needs of today's employers, Travelers EPL offering combines broad coverage features, expert claims handling and state of the art employment practices risk management services.

### Claim scenarios

#### ***Retaliation***

Four former employees claimed their employer retaliated against them for reporting and protesting discriminatory treatment. One person claimed their disability was the subject of inappropriate jokes and conversations. The Equal Employment Opportunity Commission (EEOC) found the employees' charges credible and filed a civil complaint against the insured on their behalf. It cost \$285,000 to settle the case, including more than \$50,000 in defense costs.

#### ***Wrongful termination and defamation***

A former nurse at a hospital claimed that after complaining to management about their wages and hours, they were retaliated against, suspended and eventually terminated. The nurse sued the hospital and the VP of Human Resources for wrongful termination, invasion of privacy and defamation. The costs to settle this claim including an award of \$750,000 for the nurse on a count of defamation and more than \$1 million in defense costs.

## Why Travelers for EPL Coverage?

- Travelers provides a wealth of risk management resources to its EPL insureds, including a toll-free hotline designed to provide quick, practical guidance on day-to-day workplace issues.
- Travelers' insureds also receive access to *Risk Management Plus+ Online*<sup>®</sup>, a robust website designed to help mitigate EPL exposures by offering various risk management resources including over twenty-five online training courses, a sample employment handbook, model policies and articles to keep employers up to date on employment-related issues.
- Travelers provides broad coverage, including sublimits for immigration and workplace violence expense reimbursement.
- The cost of resolving an employment claim is not limited to financial resources. The process itself can be arduous. From turning over emails, personnel records and work product to producing employees for deposition or trial, the entire process is a stressful endeavor. Travelers' claim professionals and defense counsel can help make that process less challenging.

*For the past 5 years, an average of 70,000 charges alleging workplace discrimination have been filed with the EEOC each year.\**

***Travelers knows Employment Practices Liability Coverage.***

*To learn more, talk to your independent agent or broker, or visit [travelers.com](https://travelers.com)*

\*<https://www.eeoc.gov/data/charge-statistics-charges-filed-eeoc-fy-1997-through-fy-2022>

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