



PRODUCT INFORMATION

# Employment Practices Liability Insurance

Travelers' Employment Practices Liability Insurance has been designed to protect both a company and its employees from the financial impact arising out of allegations of a breach of employment law.

The insurance covers the defence costs, settlements and judgments associated with claims received alleging an employment practice violation.

### About Travelers

 **AA rated**

Standard & Poor's has rated Travelers AA, a testament to our financial strength to pay out large claims.

 **125+**

Travelers offers the products, service and expertise to meet the needs of the insurance sector in more than 125 countries.

 **Coverage**

Offers a wide range of coverage's through our authorised insurance companies and Lloyd's.

### Why is it needed?

The complex nature of employment laws means that companies face employment-related risks on a daily basis. Changes to the laws affecting the employer/employee dynamic together with employees becoming increasingly aware of their rights mean that companies need to ensure that they keep up to date with changes to legislation and regularly review and update internal procedures.

For businesses of any size, employment related claims represent a potentially damaging and negative exposure both financially and reputationally.

The company may face claims from past, present or prospective employees as well as other individuals who benefit from workplace protections. These can include wrongful termination claims, breach of employment contract and claims arising from allegations of discrimination and harassment.

Dealing with and defending such claims can be financially punishing and time consuming, distracting the directors and managers from performing their day to day tasks to the potential detriment of the company.

### Why Travelers?

**Employment Practices Liability Insurance** offers comprehensive liability cover to protect businesses against claims made by employees

and covers the whole company, including subsidiaries.

Travelers' insurance covers the legal costs and expenses of defending these allegations of wrongdoing, as well as the payment of compensation awarded for a wide range of employment practice violations including unfair dismissal or discrimination on grounds of sex, race, disability, religion, belief or sexual orientation.

Our specialist policy for private companies provides comprehensive financial protection against this increasingly common type of litigation.

#### Cover

- ✓ Broad definition of Insureds including Directors, Officers and other employees, as well as the company itself
- ✓ Available on an aggregate or any one claim basis
- ✓ Broad definition of Claim
- ✓ Court Attendance Costs
- ✓ Outside entity directors covered
- ✓ Broad definition of wrongful act
- ✓ No exclusion for reduction in workforce or mass layoffs
- ✓ Multi-year run-off options
- ✓ Full retaliation cover
- ✓ Warranty free policies

## Expertise

- Travelers has flexibility on the limit of liability options available to customers. Contact us to find out more
- Specialist in-house claims team for a fast and comprehensive claims response. The Travelers claims team is highly experienced in dealing with the most complex financial lines claims and manage to achieve a resolution for our customers as quickly and cost effectively as possible

## Available on MyTravelers

- All products can be purchased through our new and improved e-trade platform: MyTravelers
- Limit of indemnity of up to €5 million for companies with a turnover of up to €250 million
- Live chat – Travelers offers an online chat system to provide brokers immediate access to help. Our Live chat functionality connects you directly to our expert underwriting team to help deal with your queries quickly and effectively

## Claims services

Travelers' specialised claim solutions team understand that employment liability claims can be very disruptive for clients.

Our expert team of qualified lawyers ensure our customers can act confidently and quickly so they can protect what really matters.

Travelers' specialised claim solutions help achieve optimal outcomes for our customers on each and every claim.

## Specialised Industry Expertise

- Our claim professionals are all qualified lawyers with extensive experience in employment law issues. They are experts in this area ensuring your business' interests are properly represented in this increasingly litigious world
- Our claim professionals will be with you every step of the way, whether that is working through the ACAS guidance and procedures or dealing with a claim at the Employment Tribunal

## We know your business

- Our claim professionals specialise in dealing with unique and complex claims. We understand that no two businesses are the same and are

committed to working closely and communicating with our customers at all times, so they understand the process and know what to expect

## Large loss claim expertise

- There may be no greater cause for concern for a business owner than a potential large exposure. The level of our claim professionals' knowledge in this specialised area means we are able to manage the situation efficiently and effectively to ensure every opportunity is maximised

## Market Leading experts

- Our comprehensive panel of market leading solicitors and experts are carefully selected to ensure the best for customers and also that the right resources are employed on the right claim at the right time

## Tough on fraud

- Travelers Investigative Services performs expert investigations to help mitigate fraud. Our organisational approach, utilising the power of our global resources provides our customers a distinct advantage by reducing their exposure to fraud and loss

Employment Practices Liability Insurance is part of our Management Liability package offering. Covers can be purchased for a range of businesses and include:

- Directors & Officers Liability Insurance (including the option of Corporate Liability cover)

- Crime Insurance to cover losses following employee theft and third party fraud
- Pension Trustees Liability Insurance to cover the personal liabilities of Pension Trustees of a company against claims

Travelers also offers a number of additional products applicable for the private and not-for-profit industries. These range from traditional Property and Casualty through to Kidnap and Ransom. Check out **travelers.ie** for more info.

## Contact the MyTravelers MLP team

Email – [MLP@travelers.com](mailto:MLP@travelers.com)

Telephone – 0203 207 6185



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