

EMPLOYMENT PRACTICES LIABILITY CLAIM EXAMPLES

- \$110,000** A female freelance copywriter at a production company sued for sexual harassment, alleging that two employees of the company had made inappropriate comments about her physical appearance. Citing sexual harassment of a non-employee, the suit was settled for \$110,000.*
- \$250,000** An agricultural concern was sued by an employee for national origin discrimination in violation of Title VII which prohibits employment discrimination based on race, color, religion, sex and national origin. The employee alleged that he was harassed by co-workers who made disparaging remarks relating to his ethnic background and was wrongfully terminated when he complained to his supervisors. The plaintiff was awarded \$250,000 in damages.
- \$400,000** A trucking company was sued for gender discrimination by a group of female drivers. Allegations included pay disparity and assignment of desirable routes to men. The lawsuit was settled for \$400,000.
- \$455,000** An employee who voluntarily admitted having a substance abuse problem won his wrongful termination case. Finding that the termination was a violation of the Americans with Disabilities Act (ADA), the jury awarded over \$105,000 in past earnings, \$100,000 in front pay, as well as another \$250,000 for mental anguish. The company had only 19 employees.
- \$850,000** A federal jury awarded a total of \$850,000 to a quality assurance worker in the northeast who alleged that he was denied promotions at a telecommunications company because he is Mexican-American. He was awarded \$50,000 for lost wages and benefits, \$50,000 in general damages and \$750,000 in punitive damages.
- \$1,225,000** An employee of a Midwestern auto parts manufacturer was sued in his capacity as an outside board member of a local non-profit organization. A high level officer of the non-profit organization had been terminated and sued for wrongful termination and retaliation. The officer alleged that the termination resulted from his discovery of improper accounting reported in the organization's financial statements. The lawsuit was settled for more than \$1.2 million.
- \$2,000,000** A company settled a class action suit brought by job applicants who charged that certain questions asked in a pre-employment psychological exam violated their constitutional right to privacy as well as various state labor laws.
- \$2,440,600** After reporting multiple incidents of repeated sexual harassment by a supervisor, an employee alleged the supervisor began a systematic campaign to force the employee to resign. The court award in this retaliation/wrongful termination complaint was \$210,000 for mental anguish, \$330,600 in lost income, and \$1.9 million in attorney's fees.
- \$7,100,000** A Midwestern electronics company settled a class action lawsuit alleging a violation of the Age Discrimination in Employment Act (ADEA) for \$7.1 million. The suit was brought by approximately 800 former employees whose jobs were moved to Mexico after a downsizing at the company's U.S. facilities.

* Coverage in this example is extended only if certain optional policy provisions are selected and may not be available in every instance.



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