

## Following Are Examples of Employment Practices Claims

**Principal out of control.** A clothing manufacturer is being sued by three female, former employees who allege they were sexually harassed by the principal of the company. Ten acts of harassment were cited in the lawsuit by the three women, including improper fondling, being the target of lewd comments and being offered money to spend the night with the principal. A settlement is currently being negotiated.

**Did her pregnancy get in the way?** A builder of residential homes was sued for gender discrimination by a former employee. The employee alleged she was demoted from a sales position because she became pregnant.

The builder maintains they never had a sales position per se, but did provide the plaintiff with opportunities for outside sales for which she was paid commission. The builder further maintains they did not give her additional sales opportunities because of her excessive absences. Suit is pending.

**Sexual harassment and retaliatory discharge.** An engineering company is being sued for sexual harassment and retaliatory discharge by a former employee. In the suit, the plaintiff alleges she was terminated by her employer because of an earlier charge she brought against a supervisor for sexual harassment.

The charge of sexual harassment stemmed from an incident she alleges happened at a local bar near the company's premises. In a report she filed with her employer, the plaintiff stated she was sexually harassed by one of her male supervisors in the bar after she encountered him there after work. After the incident was reported, the company took steps to counsel both the supervisor and woman. No further difficulties were reported and no formal charges were filed. As a new hire, the plaintiff was subject to a 90-day probation period. At her review, the plaintiff's performance was rated as deficient and cited productivity, attendance and disruptive behavior as issues. Because of her objections, however, the plaintiff was given an additional 30-day probation period. At the end of that time, no improvements were noted and she was discharged. Immediately after discharge, she filed her lawsuit, which is pending.



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