

What is Employment Practices Liability Insurance?

Employment Practices Liability Insurance is a coverage that enables businesses to insure and transfer the risk of employment related claims. Employment related claims are suits or allegations made by an employee that allege his/her civil labor rights have been violated. These rights are protected under federal law and can range from general discrimination acts, age discrimination, hostile environments, general harassment, sexual harassment, failure to promote, wrongful termination, or a violation of a number of labor laws.

Several years ago, only a few insurance companies offered EPLI coverage and it was very expensive. Today, after substantial research and design, Harvest Brokers has helped create an affordable high quality employment practices insurance policy with annual premiums starting at \$700. Your premium is based on total number of employees, past claims experience, and your internal procedures. Harvest provides a wide variety of coverage limits and deductible options.

Who purchases Employment Practices Liability Insurance?

Any business or organization with employees is eligible to purchase employment practices liability insurance (EPLI). An employee is any worker employed by your business whether part time or full time. Businesses with 0 to 20 employees have the same harassment exposure as larger businesses, but have a limited exposure to labor and discrimination claims because they do not fall within certain federal guidelines. Businesses with 20 to 50 employees have a significantly higher risk than companies who employ 20 employees or less, as entities with 20 to 50 employees must comply with civil rights and labor laws. Any business with over 50 employees is subject to the massive range of federal and state civil rights and labor laws.

Harvest Brokers specializes in providing restaurants with EPLI insurance although our facilities can provide any type of business with a proposal.

What Is My Risk?

The good news is you can purchase affordable quality insurance protection. The bad news is your own risk to employment related claims are increasing every day. The EPLI claim ball is starting to roll down the hill and is picking up speed quickly. Every day someone reads about an employee winning a substantial award from an employment claim. As more employees win substantial awards more plaintiff attorneys view employment claims as a good revenue source. Therefore, more employees and plaintiff attorneys see employment claims as a means to make money and seek litigation against businesses, school boards, municipalities, non-profit organizations, clubs, and even the President of the United States!

