

Why does a small employer need EPL coverage?

Statistics show an employer is more likely to have an employment claim than a property or general liability claim.

A recent survey found that 70% of working women have been subjected to some form of sexual harassment, and 52% of women have either been fired or forced to quit.

Well over 15,000 claims are filed each year based on sexual harassment.

Juries have doubled the awards for employment claims.

10% of awards in cases involving discrimination and wrongful termination are in excess of \$1,000,000.

Why Shand?

- Confidential EPL telephone hotline staffed by legal counsel specializing in employment law.
- Loss control manual.
- Loss control seminars; insureds who attend earn a renewal credit.
- Online access to employment practices loss control resource.



When Does A Small Business Face Employment Practices Liability Claims?



SHAND MORAHAN & COMPANY, INC.
Ten Parkway North, Deerfield, Illinois 60015
847-572-6000 fax 847-572-6138 www.shand.com

When they
hire, interview,
fire, **discipline**,
promote, pay,
employ, do not
promote an
employee;
Even when they
think they did
everything
right!

Employer's IQ Test

Q. Employment practices claims don't apply to my company because we have fewer than 15 employees.

A. Not so. In fact, the accusation of a wrongful discriminatory act is cause for legal action regardless of whether you have one employee or one hundred.

Q. Title VII claims don't apply to my company because we're too small.

A. Not so. Each state has separate size definitions under Title VII. These vary from 1 employee to 15.

Q. I use contract employees, so I have no employment practices liability.

A. Not so. "Employer" has been broadly interpreted by case law to include any personnel who works primarily in your place of business, regardless of whether or not they are directly on your payroll.

Q. I follow excellent employment practices. My employees wouldn't bring a claim against me.

A. Maybe so, but most businesses, both small and large, are more likely to be sued by an employee than a third party. Would you cancel your GL coverage?