

## Examples of Employee Claims — How Much Could It Really Cost Me?

- \$900,000** The EEOC sued a southeastern restaurant owned and managed by a woman, with approximately 200 employees, for sex discrimination, without a single complaint filed by an employee or applicant. The restaurant argued that it had very low turnover and women rarely applied for the position that was subject of the dispute, possibly because the job required the lifting and carrying of unusually heavy food trays. The court found that the recruitment procedures, unsupervised delegation of hiring authority and subjective hiring standards had a disparate impact on women as a group and ordered the restaurant to pay four women a total of \$150,000 in lost wages. It also placed an affirmative obligation on the restaurant to remedy the “disparate impact,” and retained jurisdiction for three years in order to supervise its hiring practices. The restaurant spent over \$750,000 in legal fees.
- \$850,000** A federal jury awarded a total of \$850,000 to a quality assurance worker who alleged that he was denied promotions at a telecommunications company in the northeast 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.
- \$460,000** An employee alleged that his employer failed to reasonably accommodate his hearing disability, unfairly suspended him for violation of the company’s sexual harassment policy, which he further alleged the company did not keep confidential. The jury found the defendant employer guilty in this ADA/discrimination/retaliation complaint and awarded \$10,000 for invasion of privacy, \$100,000 for slander, \$250,000 for breach of covenants of employment, \$75,000 for intentional infliction of emotional distress and \$25,000 for attorney’s fees.
- \$455,564** An employee who voluntarily admitted having a substance abuse problem won his wrongful termination suit. Finding that the termination was a violation of the Americans with Disabilities Act, the jury awarded \$105,225 in past earnings, \$100,338 in front pay, as well as \$250,000 for mental anguish.
- \$265,000** A plaintiff sued a northeastern water treatment company, alleging national origin discrimination in violation of Title VII. The plaintiff was awarded a total of \$265,000 in damages, comprised of \$150,000 in compensatory damages and \$115,000 in back pay. In addition, the court awarded attorneys’ fees and interest in the amount of \$232,711. The company had only 15 employees.

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