



## Employment Practices Liability Insurance Overview



### Claims covered by employment practices liability insurance can include:

- Wrongful termination
- Discrimination
- Sexual harassment
- Whistleblower claims
- Wage & hour claims
- Other-employment related allegations

While Employment Practices Liability insurance protects against these types of situations during the course of employment, Third Party Employment Practices Liability coverage protects firms against similar accusations that take place between employees and outside parties (clients, vendors, etc.). In some cases, Third Party coverage is built into the Employment Practices Liability coverage form while in other cases it needs to be added by endorsement.

### Sample Claim:

An employee was terminated by an investment advisory firm as part of a company-wide reduction in force. The former employee later sued the firm and alleged sexual harassment, intentional infliction of emotional distress, wrongful termination and sex discrimination.

The firm responded by stating the ex-employee's termination was justified and proper: Her personnel file showed she had regularly been tardy for work, had conflicts with managers, frequently talked openly about her sex life, and made vulgar comments at work. However, it also came to light through discovery proceedings that management had not sufficiently addressed previous inappropriate remarks and jokes made by several other employees because management had assumed no one had been offended.

The firm incurred a significant amount of legal fees and ended up losing the lawsuit.

### Coverage Definition:

This insurance is designed to protect firms in ways that are essential in today's litigious society and addresses employment-related issues that are not addressed through Errors & Omissions Liability, Directors & Officers Liability, or Commercial General Liability.

### Who We Are:

Started in 1958, The Uhl Agency is an independent insurance agency located in Dayton, Ohio. We specialize in writing executive liability lines of insurance for registered investment advisors, broker dealers, mutual funds complexes, private equity, and hedge funds.

The Uhl Agency recognizes every business is unique and that a proper business insurance program takes into account the individual needs of each business. We will work with you to develop a program that addresses your exposures while not breaking the bank during the process.