



EMPLOYMENT PRACTICES LIABILITY CLAIMS EXAMPLES (MISCELLANEOUS CLAIMS SCENARIOS)

- **Intentional Infliction of Emotional Distress/ADA:** A former employee claimed he was harassed by co-workers because of an emotional disorder sustained during military service in Vietnam.
 - **\$4,500,000 Verdict**
- **Retaliation:** A police officer suffered retaliation for refusing to participate in an illegal investigation. The officer was subjected to bogus accusations and psychological examinations, then was put on suspension.
 - **\$27,700,000 Verdict**
- **Defamation:** A 41-year veteran employee was fired for stealing a \$35 company telephone. The employee claimed he had paid for it. The company posted notices throughout the building about the "theft" incident. The claimant sued the company for defamation on the grounds that the notices were false.
 - **\$15,600,000 Verdict**
- **Emotional Distress:** a female salesperson suffered emotional distress and sexual discrimination at her office supply company for not being granted a raise despite excellent evaluations.
 - **\$11,700,000 Verdict**
- **Fraud:** A former professional football player turned insurance broker sued his former employer for fraud and deceit. The claimant contended that he would not have become an employee of the company if he had known that it was for sale. Shortly after joining the company, it was sold and he was subsequently laid off.
 - **\$10,000,000 Verdict**
- **Breach of Contract:** Two employees of an Aerospace firm were promised ownership interest in a newly-formed subsidiary in consideration for changing their positions of employment. The company then sold the subsidiary and employees sued for breach of contract, fraud and breach of fiduciary duty.
 - **\$107,400,000 Verdict**

NOTE: THESE SCENARIOS ARE NOT INTENDED TO BE INTERPRETED AS COVERAGE POSITIONS. COVERAGE FOR ANY GIVEN CLAIM IS BASED UPON ITS FACTS AND THE SPECIFIC TERMS AND CONDITIONS OF THE POLICY.