



EMPLOYMENT PRACTICES LIABILITY CLAIMS EXAMPLES (SEXUAL HARASSMENT CLAIMS SCENARIOS)

- Hundreds of female employees of a well-recognized automobile manufacturing plant alleged routine groping, graffiti and degrading remarks directed at women. It also was alleged that management had created an atmosphere that condoned such behavior.
 - **\$34,000,000 Settlement**
- Two female employees alleged that their company created a hostile work environment by allowing the touching of female employees in an offensive and sexual manner, and by making lewd comments and propositions. No action was taken by company supervisors since the accused was the owner of the business.
 - **\$2,860,000 Verdict**
 - **\$2,250,000 Punitive Damages Award**
- A male prison guard at a state-owned Correctional Facility was allegedly subjected to sexual harassment by a female co-worker and supervisors retaliated against him after he reported the harassment.
 - **\$4,600,000 Verdict**
- A female employee of an escrow company claimed she had been sexually harassed and then fired by her supervisor when she rejected requests to be his girlfriend.
 - **\$4,400,000 Verdict**
- Male employee alleged that his co-workers continually subjected him to sexual harassment and retaliation once he made complaints about unwelcome sexual advances by a female co-worker.
 - **\$3,750,000 Verdict**
- Two female police officers claimed male colleagues refused at times to provide backup assistance, and subjected them to lewd comments, hostility and sexual language.
 - **\$3,000,000 Settlement**

- Large advertising firm was charged with retaliating against its employees after they complained of harassment by some of their agents and customers during promotional events.
 - **\$2,600,000 Settlement**

- The Vice President of product development of a restaurant chain sexually harassed a female employee. Employee alleged that she was continually harassed and that the company refused to respond to her complaints. Claimant quit and sued.
 - **\$4,350,000 Punitive Damages Award**

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.