



## EMPLOYMENT PRACTICES LIABILITY CLAIMS EXAMPLES (WRONGFUL TERMINATION CLAIMS SCENARIOS)

- A chief of campus police contended he was investigating a fraud and theft claim at the college by college officials. He claimed the officials undercut his authority and attempted to eliminate his department, ultimately firing him in retaliation for his investigation. The second claimant was a dean of instruction at the school and was the person who ordered the investigation. The claimant alleged he was isolated and placed on probation by the college officials for his whistle blowing investigation.
  - **\$36,005,000 Verdict**
- The claimant had a 2-year contract with a company which provided a bonus for winning motorcycle races. Claimant won a race, but the company refused to pay. The claimant was subsequently blacklisted by the company.
  - **\$3,900,000 Verdict**
- Director of Admissions was fired by vocational school after filing a worker's compensation claim. A former school director testified he was told to find something negative about the female director, but was unable to find a reason to fire her. She was terminated nonetheless.
  - **\$2,796,200 Verdict**
- Male executive was terminated when he was accused by the company and fellow executives of sexual harassment of a female co-worker for describing a portion of a popular television show to her. Executive contended company was manufacturing reasons for his termination. Company contended claimant was not a capable manager.
  - **\$26,501,500 Verdict**
- Four employees were fired on the grounds that they had stolen company property. However, the claimants alleged that they were dismissed because they were two months away from becoming vested employees.
  - **\$2,020,000 Verdict**
- A former department store manager was awarded compensatory and punitive damages after the jury found the company wrongfully demoted her to a lower

paying job of sales associate for taking a month off to recover from a back injury.

- **\$4,824,000 Verdict**
- A radiation oncologist had his hospital privileges revoked when he left the employment of an oncology group, which had an exclusive contract with the hospital. The claimant alleged that his privileges should have continued.
  - **\$2,300,000 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.*