

# Employment Practices Liability Insurance

*Valuable protection your business can't do without*

*“I know my company needs Employment Practices Liability insurance in today’s business world. But what makes The Hartford’s coverage better than other company’s?”*

You’ve worked hard and sacrificed much to build a successful business. But if an employee accused your company of age discrimination or sexual harassment, would you have adequate coverage to protect your business?

Now is the perfect time to make sure you don’t have a gap in your insurance coverage that could put your firm’s financial well-being at risk.

The Hartford’s Employment Practices Liability insurance offers valuable coverage that protects your business against employment-related issues, such as:

- Discrimination
- Harassment
- Failure to hire or promote
- Wrongful termination

## **What Differentiates Our Coverage?**

Provided through our industry-leading Private Choice Encore! product, The Hartford’s

Employment Practices Liability coverage offers the protection your company needs at a competitive price. Here are some of the reasons why our product is recognized as one of the best in the insurance industry:

- **Settlement provision** – Private Choice Encore! includes a settlement provision that gives you the choice of whether or not to accept a settlement offer in a lawsuit. This provision can also be removed in lieu of additional limits for defense costs.
- **Broad definition of “employee”** – An important aspect of any insurance contract is who it covers. Private Choice Encore! includes full-time and part-time employees in the definition of “employee,” as well as temporary, seasonal and leased employees, and volunteers. In addition, you can choose to cover independent contractors in your policy.
- **Coverage that stays ahead of the competition** – Private Choice Encore! includes coverage that keeps up to date with today’s legal environment. It was the first Employment Practices Liability contract to be amended to affirmatively grant coverage for suits alleging employment discrimination as a result of genetic testing. After the U.S. Senate passed a bill

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making genetic testing discrimination illegal, The Hartford added this endorsed coverage to Private Choice Encore! – even before it was signed into law.

- **Punitive damages** – What good is having a claim if your insurer doesn't actually pay? In the definition of "loss," Private Choice Encore! includes punitive damages where insurable by law.
- **Defense costs outside the limit of liability** – Private Choice Encore! gives you the flexibility to choose the coverage that is important to you. Would you rather forego the favorable settlement provision in lieu of getting additional limits for defense? You can elect to get a higher limit of liability for defense, up to 50% of the original limit. With Private Choice Encore! the choice is yours.

## Claim Example

### Harassment

A privately owned manufacturer hired a new manager to oversee operations. After two months on the job, an office receptionist complained to Human Resources that she was being harassed by the newly hired manager, who made inappropriate comments and jokes. Human Resources spoke with the newly hired manager several times, but the comments and jokes continued. After several months, the receptionist resigned, citing a hostile work environment. She later sued the newly hired manager, the human resources manager, the president and the company for sexual harassment and emotional distress. The case settled out of court.

### Result

Settlement . . . . .	\$ 45,000
Attorney Fees . . . . .	\$ 65,000
<b>Total</b> . . . . .	<b>\$110,000</b>

**“WHY SHOULD I  
CHOOSE  
EMPLOYMENT  
PRACTICES  
LIABILITY INSUR-  
ANCE FROM  
THE HARTFORD?”**

## Decide for Yourself

To find out, answer these quick questions to see if our coverage meets your needs.

1. *Do you want the ability to decide for yourself whether or not to accept a settlement offer in a lawsuit, rather than leave the decision to your insurance company?*  
\_\_\_ Yes \_\_\_ No
2. *Do you want a policy that covers your employees, including temporary, part-time and leased?*  
\_\_\_ Yes \_\_\_ No
3. *Does your company need assistance from an expert in employment law?*  
\_\_\_ Yes \_\_\_ No

4. *Do you want coverage for attorney fees, settlements and compensatory damages – as well as punitive damages that could be assessed against you or your company?*  
\_\_\_ Yes \_\_\_ No

5. *Do you want an insurance policy that gives you the opportunity to purchase additional limits that you may need to pay attorney fees?*  
\_\_\_ Yes \_\_\_ No

If you answered “Yes” to two or more of these questions, then Employment Practices Liability insurance from The Hartford is right for you!

## To Learn More

Visit us at [www.hfpinsurance.com](http://www.hfpinsurance.com) for more information about Employment Practices Liability insurance from The Hartford.

The scenarios summarized above are offered only as examples. Coverage depends on the actual facts of each case and the terms, conditions and exclusions of each individual policy. Please refer to the policy to determine all terms, conditions, exclusions, and limitations of coverage. Coverage is provided by The Hartford companies and may not be available in all states.