

Examples of Employment Practice Liability Claims:

**Principal out of control.** A clothing manufacturer is being sued by three female, former employees who allege they were sexually harassed by the principal of the company. Ten acts of harassment were cited in the lawsuit by the three women, including improper fondling, being the target of lewd comments and being offered money to spend the night with the principal. A settlement is currently being negotiated.

**Did her pregnancy get in the way?** A builder of residential homes was sued by a former employee for gender discrimination. The employee alleged she was demoted from a sales position because she became pregnant.

The builder maintains they never had a sales position per se, but did provide the plaintiff with opportunities for outside sales for which she was paid commission. The builder further maintains they did not give her additional sales opportunities because of her excessive absences. Suit is pending.

**Sexual harassment and retaliatory discharge.** An engineering company is being sued by a former employee for sexual harassment and retaliatory discharge. In the suit, the plaintiff alleges that she was terminated by her employer because of an earlier charge she brought against a supervisor for sexual harassment.