



Employment Practices Liability

...DeCotis does that!



Protect your clients with an Employment Practices Liability policy from DeCotis Insurance.

Clients today face a wide variety of possible suits from sources such as: Employees, volunteers, students, independent contractors, third parties, and more.

As companies are forced to reduce staff, these reductions are likely to increase the risk of those effected bringing suits, even if groundless. EPL covers not only actual but also alleged acts of discrimination, harassment, retaliation, wrongful termination and other similar acts.

At DeCotis Insurance, we offer a wide selection of products to fit your clients' needs!

Claims Examples:

- **Retaliation:** An administrative assistant working in a nursing home was ordered by her office manager to bill patients for procedures that were not performed. The assistant was uncomfortable doing this and brought the situation to the attention of the owners of the nursing home. The administrative assistant was let go shortly thereafter. She then brought charges against the home and its owners for wrongful termination. The case settled for \$120,000 after \$54,000 was spent on defense.
- **Sexual Harassment:** A female pizza delivery person alleged her manager repeatedly sexual harassed her after her evening shifts. Although no one directly witnessed the alleged harassment, the manager in question had a history of inappropriate behavior alleged by other employees, which had been documented in his personnel file. This case settled for around \$45,000 in addition to \$26,000 in defense costs.

DeCotis **Instant Access Line**
888-875-5218

for an **immediate** Bindable Telephone Quote in
less than 4 minutes.

Paul DeCotis: (pdecotis@decotisinsurance.com)

Peter Kenahan: (pkenahan@decotisinsurance.com)

Thomas DeCotis: (tdecotis@decotisinsurance.com)

Richard White: (rwhite@decotisinsurance.com)

Pat Mayforth: (pmayforth@decotisinsurance.com)

John Quinn: (jquinn@decotisinsurance.com)

Cassandra Cambra: (ccambra@decotisinsurance.com)

Jocelyn Dewey: (jdewey@decotisinsurance.com)

Josh Hankin: (jhankin@decotisinsurance.com)