

# Employment Practices Risk Sheet



## PROBLEMS:

- Complicated legal requirements
- Lack of documented compliance training
- Inappropriate manager/supervisor behavior
- Lack of compliance support
- Lawyers are expensive
- Lack of claims management knowledge
- Lack of insurance coverage

## SOLUTIONS:

- Appropriate compliance training
- Appropriate compliance policies and procedures
- Conduct Employee Compliance Survey
- Access to expert advice
- Proper investigations
- Early resolution of claims
- Employment practices liability insurance

## QUESTIONS TO ASK TO IDENTIFY NEED:

- Have you ever been hit with an employment practices claim?
- Do you have employment practices liability insurance?
- Have you conducted any employee, supervisor, or management training regarding employment practices?
- How well versed is your HR executive on employment law?
- Have your human resource practices been audited? (Offer an audit)
- When was the last time your employee handbook was updated? How do you keep it current?
- Who is your go-to source to help you prevent or manage employee claims?
- Do you use any type of online program to supply you with compliance information, tools, training and hotline support?

## QUANTIFY CURRENT AND POTENTIAL COSTS:

- 93,727 cases filed with the EEOC in 2013
- Pre-claim non-productivity
- Award median (2006-2012) \$181,549\*
- Award mean (2006-2012) \$600,985\*
- Settlement median (2006-2012) \$90,000\*
- Settlement mean (2006-2012) \$505,892\*
- 37% of verdicts in the \$100,000 to \$500,000 range; 14% of verdicts were \$1 million or more!\*
- Legal fees, emotional investment, stress, additional exposures, etc.
- Impact on reputation related to all stakeholders – priceless

\*According to Jury Verdict Research

## Tools:

- Online sexual harassment training programs
- Online diversity and discrimination training program
- Online training on the ADA, FMLA and other employment laws
- Self-conducted Employment Practices Audit.
- Extensive federal and state reference library
- Personnel forms, policies and checklists.
- Employee handbook builder
- Numerous webinars with legal and other HR experts.

