

EMPLOYMENT PRACTICES LIABILITY

Newtek[®]
Insurance Agency LLC

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Employment Practices Liability provides coverage for discrimination, harassment, retaliation, wrongful termination, workplace torts, and negligent violations of certain employment laws.

WHAT DOES IT INCLUDE?

Employment Practice Liability (EPLI), covers claims for harassment, discrimination, wrongful termination, retaliation, and a variety of workplace torts, spurred by the Civil Rights Acts of 1991 plus violations of the Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA), Uniformed Services Employment and Re-employment Rights Act (USERRA), and the Equal Pay Act.

WHO SHOULD LOOK AT PURCHASING?

Employers of every size need EPLI, as they face many exposures in their interactions with employees. It is estimated that one claim could bankrupt 50% of all small business have less than 100 employees.

WHY IS IT IMPORTANT?

In recent years, charges against employers for discrimination were up 15.2%; charges of harassment were up 20% and charges of retaliatory treatment were up 22.6%. The legal landscape for employers continues to change with the passage of laws like the Lilly Ledbetter Fair Pay Act of 2009 and the Americans with the Disabilities Act Amendments Act of 2008. Layoffs, downsizing, salary freezes and reductions in benefits can be used by past and present employees as evidence of “tangible adverse employment actions” to file charges of discrimination, harassment, retaliation and wrongful termination against employers.

Licensed in all 50 states, Newtek Insurance Agency offers protection for the most valuable things in your life:
Your family, your home and your business.

LOOKING FOR DIFFERENT COVERAGE?

Don't be concerned if you don't see the coverage you're looking for listed here. Newtek will work with you to provide a reliable insurance package for most anything you need protected.