

The Real Cost of Trouble*

Gender Discrimination

A former receptionist for a physician's office filed a lawsuit claiming gender discrimination and retaliation. The claimant alleged during her employment, a doctor continually called her derogatory names and subjected her to a hostile work environment.

\$2,500,000

DEMAND WITHOUT PROOF
OF MATERIAL DAMAGES

Age Discrimination

The owner of a small printing services store fired a middle-aged employee due to sub-par performance. Alleging age discrimination, the 40-plus employee sued, claiming many retained employees were younger than 40. The allegation proved baseless.

SETTLEMENT COSTS:

\$22,000

DEFENSE COSTS:

\$10,000

Wrongful Failure to Hire

A national hotel chain was sued when a female job applicant, after informing her interviewer she was pregnant, was told by the manager to come back after she had the baby. The EEOC investigated the case and filed the lawsuit on behalf of the claimant after efforts to reach a settlement proved futile.

SETTLEMENT COSTS:

\$220,000

Sexual Harassment

A female employee sued a charter school claiming sexual harassment. The claimant alleged the male department head frequently sexually harassed her by making physical contact with her while stating different sexual phrases. She further alleged the principal failed to examine or take any action concerning her allegations. The school's board probed the claim and the department head was eventually terminated.

RESOLUTION COSTS:

\$250,000

Pregnancy Discrimination/ Wrongful Demotion

A partner of a small accounting firm was sued for pregnancy discrimination and wrongful demotion. The woman recruited several fellow employees to support her claim she was treated differently due to her "condition".

SETTLEMENT COSTS:

\$35,000

LEGAL FEES:

\$14,000

* These scenarios are based on actual claims. Insurance policy coverage depends on the facts of each case and the terms, exclusions, and limitations of each policy.

Source: Information referenced above was retrieved from various Websites, including www.courtverdicts.com and osha.com