

# The Risk is Real for Your Business

The number of employment-related lawsuits brought against businesses continues to increase and can include allegations of discrimination, harassment, wrongful termination and retaliation.

The risk for your business is real and significant. So is the protection you can have with insurance offered by Monitor Liability Managers, Inc. Here are just a few examples of the damage a single lawsuit can cause.

## Housewares Manufacturer Settles Sexual Harassment Lawsuit

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### *Sexual Harassment*

Two former female employees who alleged they had been sexually harassed sued a manufacturer of housewares and assorted products. The former employees claimed they were offended by the comments contained in a radio broadcast played in the office by co-workers. According to the claimants, the co-workers continued to listen to the particular radio station despite repeated requests to turn it off or change the station. Although employers often allow personal radios to be played in the workplace, they might not expect claims of sexual harassment to arise from such a seemingly innocuous circumstance. Monitor paid more than \$325,000 to resolve this matter.

## \$3.4 Million Awarded in Suit Against Consumer Retail Products Company

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### *Gender Discrimination*

A class action lawsuit was filed against a consumer retail products company. The claimants, all women, alleged the corporation discriminated against them by requiring a

strength test at its meat packing plant. According to the Equal Employment Opportunity Commission (EEOC), which filed the suit on behalf of the women, roughly 60 percent of women failed the test while nearly all men passed it. A jury found intentional discrimination and a U.S. district judge upheld the decision and awarded \$3.4 million in damages to the 52 plaintiffs.

## Oil Change Franchise Pays \$299,000 to Settle Sexual Harassment Lawsuit

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### *Sexual Harassment*

An oil change franchise owner agreed to pay \$299,000 to settle a sexual harassment lawsuit brought by three female employees through the EEOC. The lawsuit claimed supervisors and other employees at the franchise created a hostile work environment by making explicit sexual remarks and other inappropriate comments to female employees, two of whom were teenagers. One female employee also claimed that she was fired when she filed a complaint with the company.

## Mortgage Company Hit with \$3 Million Lawsuit

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### *Gender and Race Discrimination/Retaliation*

Nine ex-employees of a mortgage company (working at three different locations) filed a lawsuit claiming gender discrimination, race discrimination and retaliation. The claimants alleged that throughout the course of their employment, managers continually harassed them by calling them derogatory names and subjecting them to a hostile work environment. The claimants have demanded \$3 million to settle despite being unable to show any tangible damages.

