



## NON PROFIT EMPLOYMENT PRACTICE LIABILITY

### **\$80,000**

An overnight supervisor at a residential facility for disabled adults was found sleeping on the job. After an immediate termination the claimant alleged **racial discrimination** even though the majority of the supervisors employed by the Insured were the same race.

### **\$375,000**

The vice president of programs was terminated for performance reasons. She alleged she was terminated only after she questioned the allocation of monies from funding sources. She filed a **whistle-blower lawsuit against the organization and the executive director**. Even though the allegations had little merit, the plaintiff began requesting documents from all funding sources and from the Insured which seriously disrupted operations and damaged its reputation in the non profit community.

### **\$115,000**

The plaintiff terminated her position with the Insured because they reduced her hours when she returned from maternity leave. She alleged **pregnancy discrimination** and sought damages for lost wages for the 8 months it took her to find another job.

### **\$50,000 defense costs only**

An Insured received an **Americans with Disabilities Act claim** involving a patron who alleged the Insured's facility could not accommodate his wheel chair.

### **\$75,000**

A resident of a residential housing complex brought suit against a social service organization for distributing food to the homeless as part of a meal program in the lobby of building. The claim alleged **loss of use and enjoyment of the common areas** of the property and he sought an injunction to stop the food distribution.

### **\$50,000 defense costs only**

A non profit fundraising arm of a social service/mental health agency had a stated policy to hire employees from its pool of successful client program graduates. One of these employee applicants alleged she was **sexually harassed** during a job interview.

### **\$55,000**

A group of country club members filed an **age discrimination lawsuit** against the tennis pro for not scheduling tennis lessons around court times offered by the club.

The above illustrate potential loss scenarios and are based on actual claims. Insurance coverage ultimately depends upon the facts of each claim and the policy terms, conditions and exclusions. This coverage may not be available in all states.