

What You Need to Know about Employment Practices Liability

A look at the data and discussion about prevention



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Human Resources Risk Manager

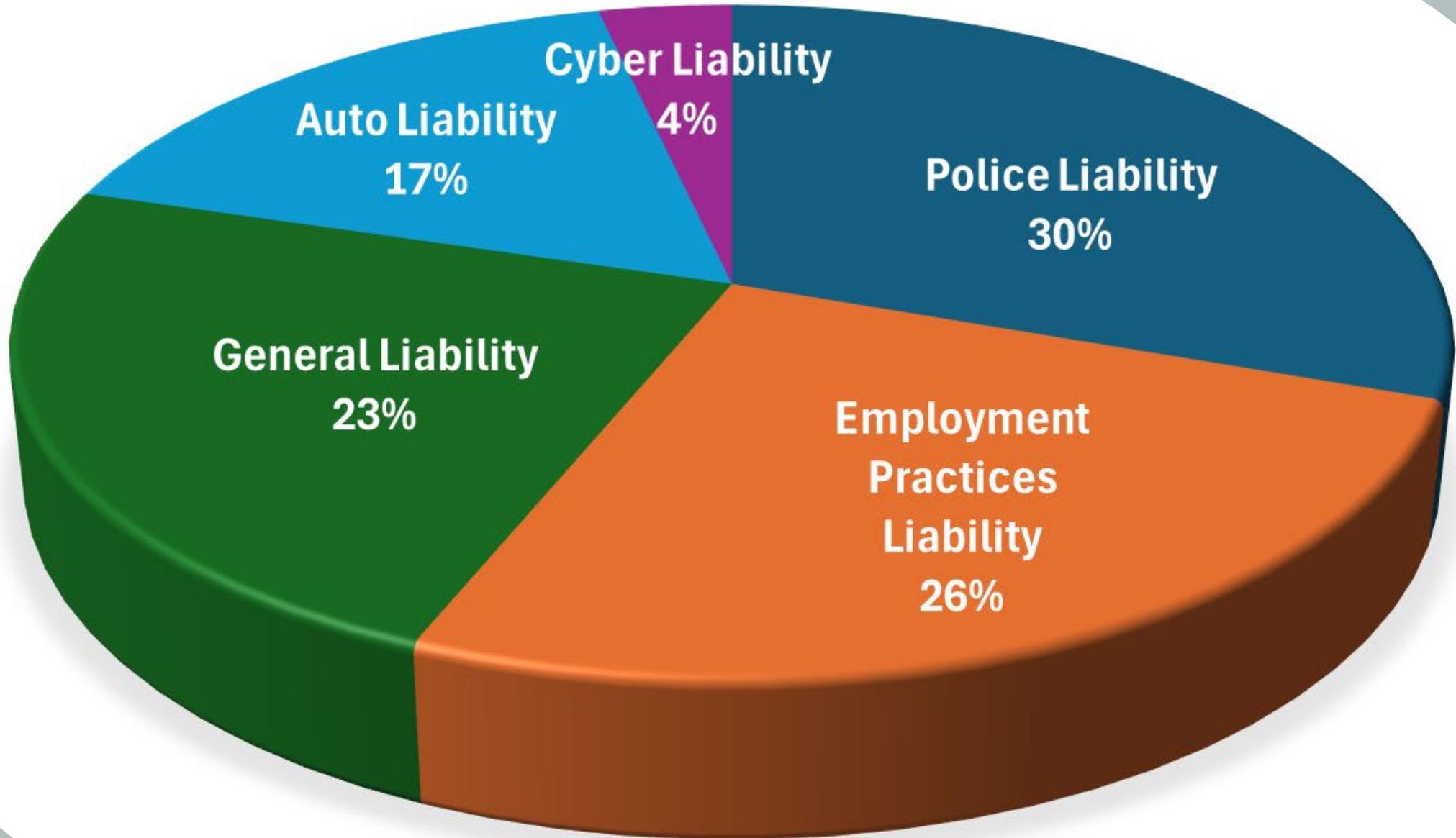
Bachelor of Science In Psychology,
SHRM-CP, CIWCS, CPHR

- FMLA
- ADA
- Employing Abilities
- Mental Health Ally
- Employing Veterans

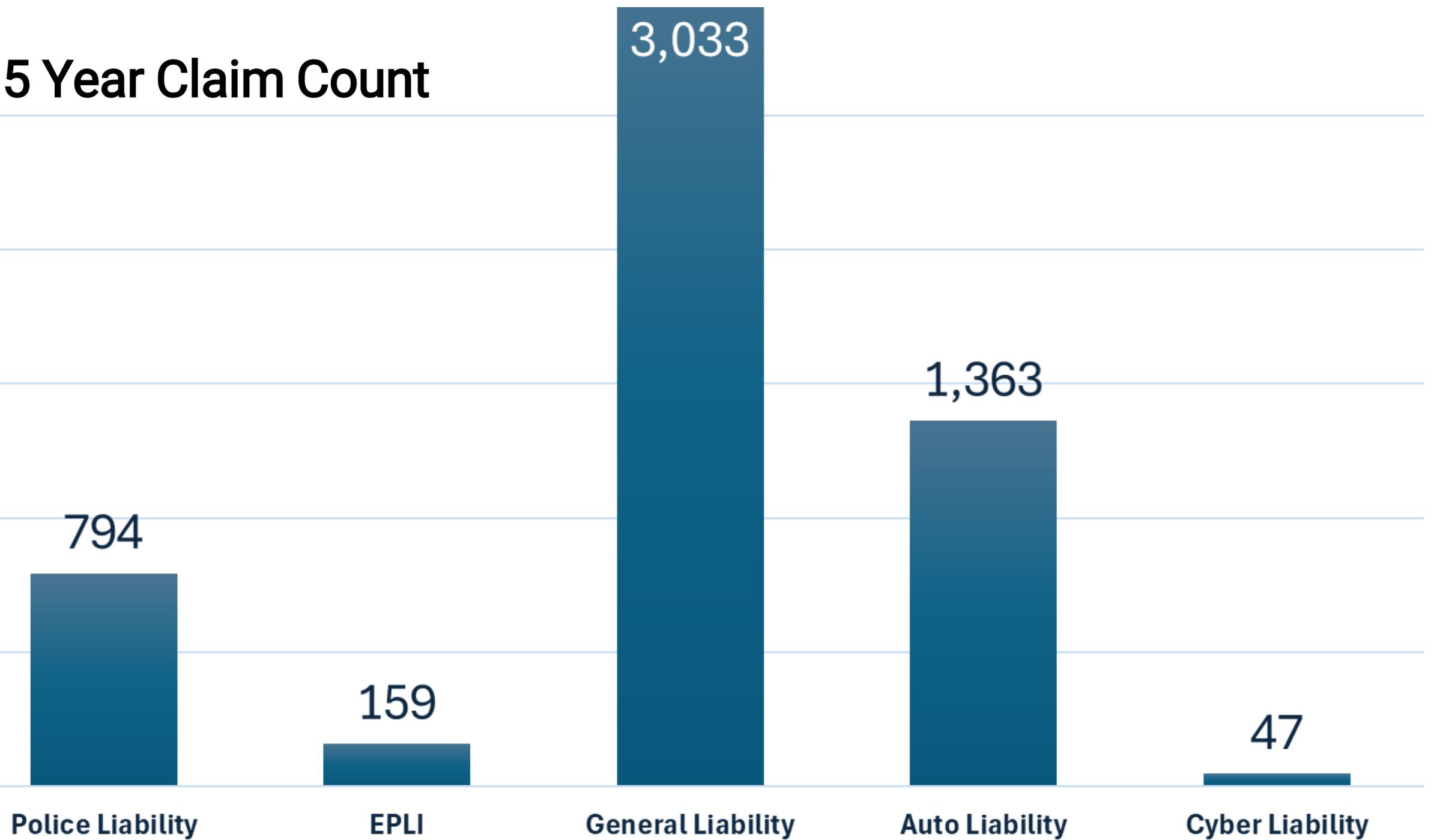
EPL Claims by the Numbers

LET'S TAKE A LOOK AT THE DATA

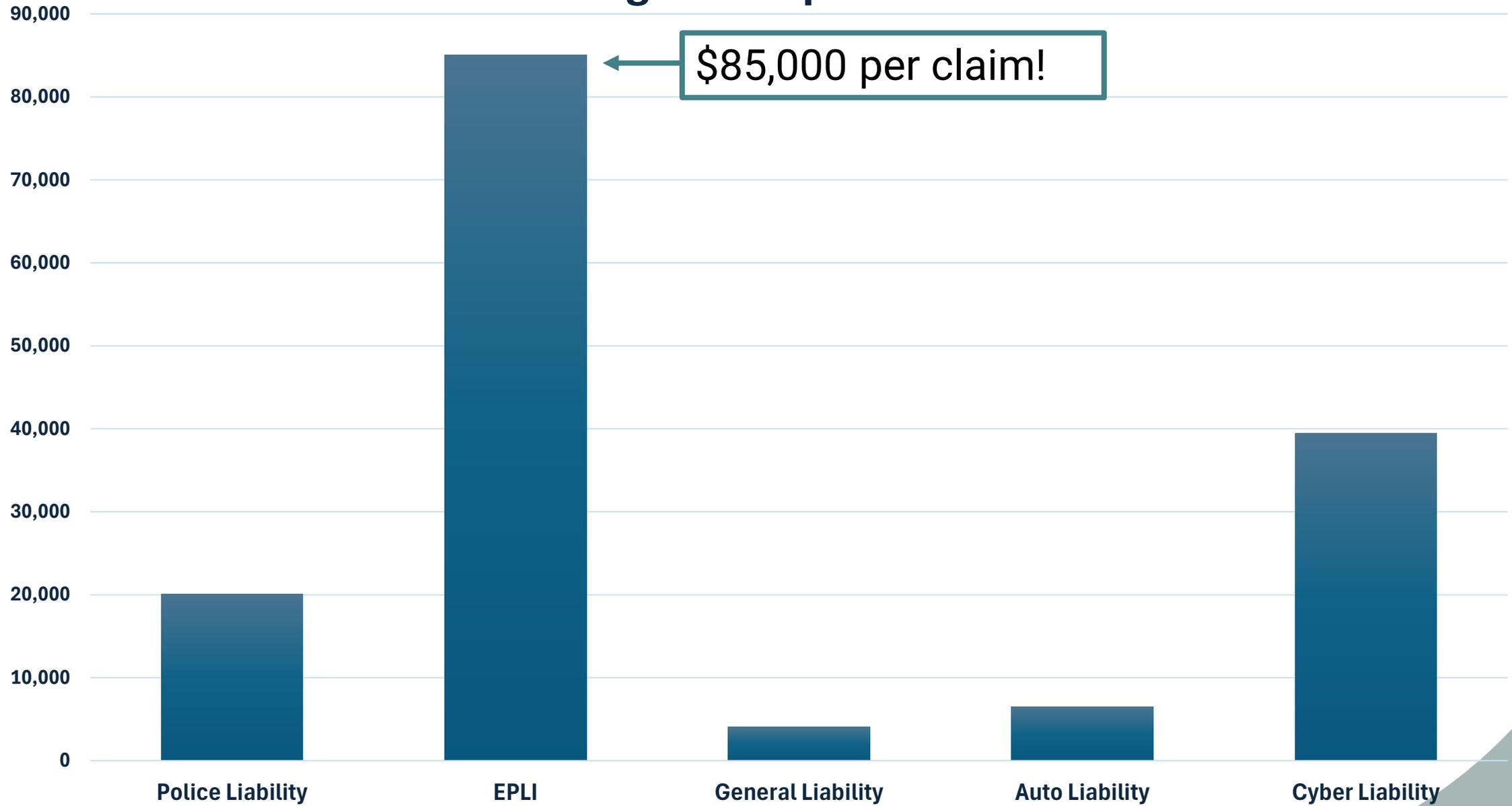
2019-2024 INCURRED LOSSES



5 Year Claim Count



Average Cost per Claim

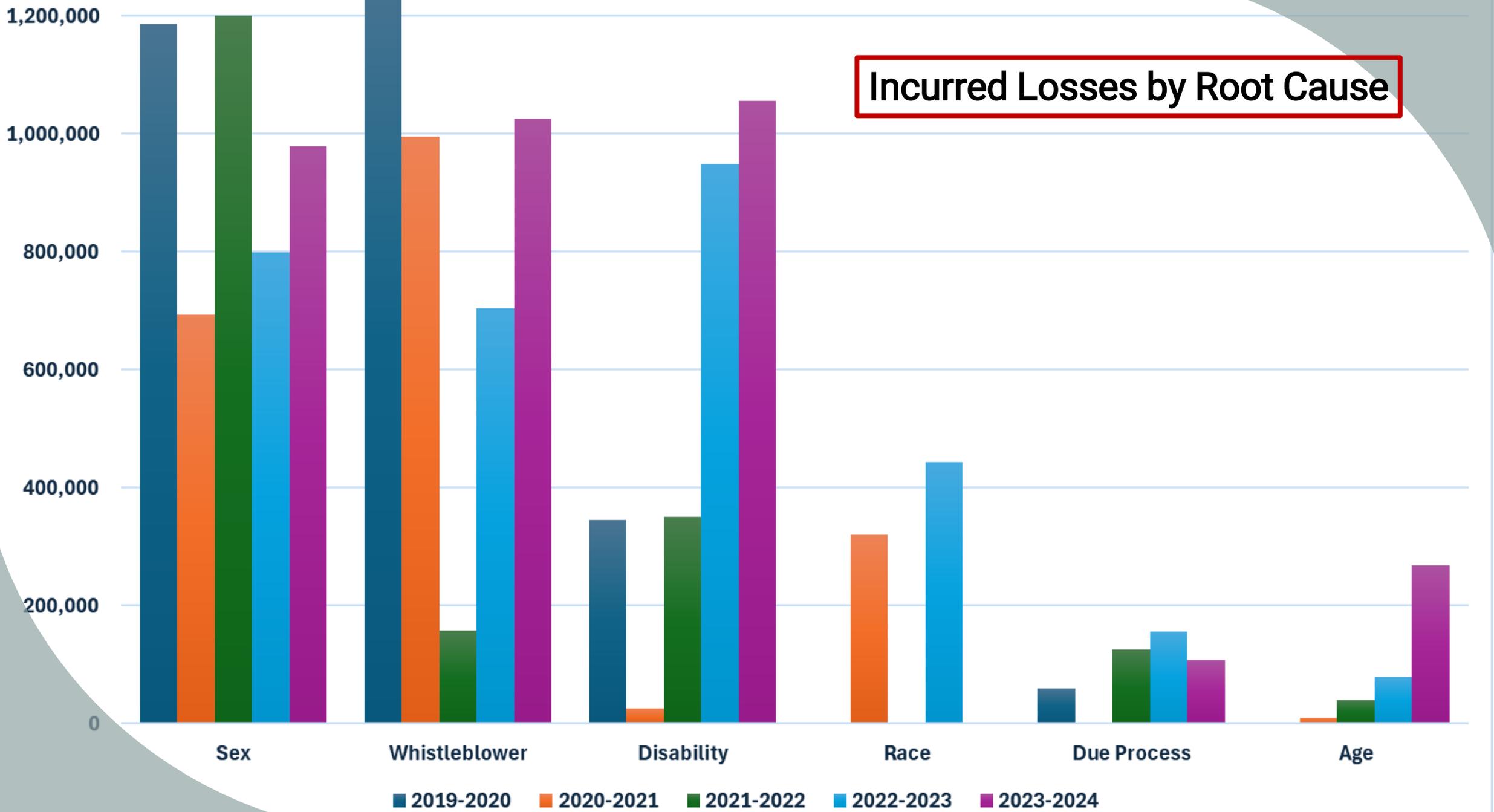


Typical Reasons for Employment Claims

- Wrongful Termination
 - Due Process
 - Whistle blower
- Harassment, Discrimination, & Retaliation
 - Title 7 – protected characteristics
- Disability
 - FMLA Interference
 - ADA – Failure to Accommodation

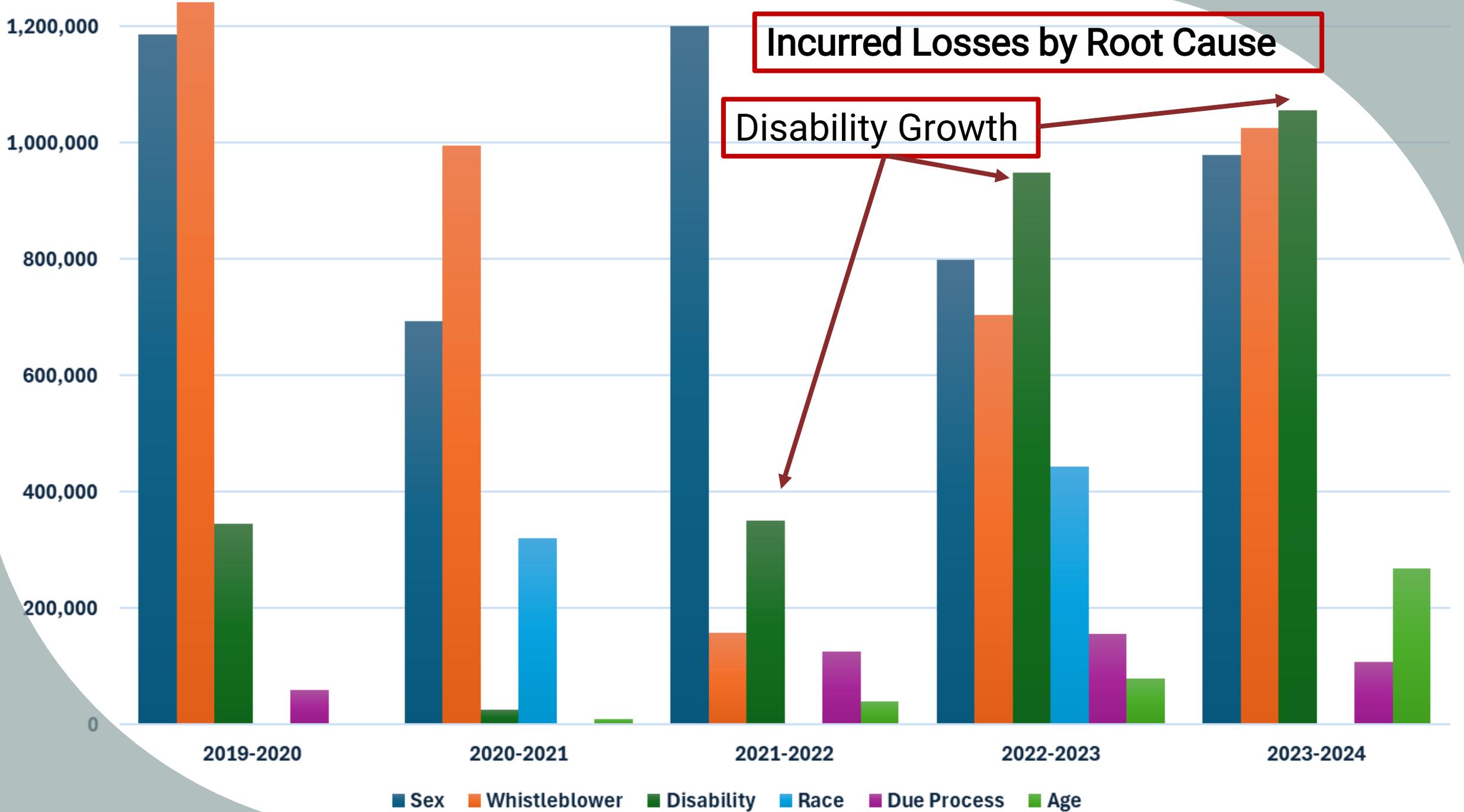


Incurred Losses by Root Cause



Incurred Losses by Root Cause

Disability Growth





Root Causes of Claims

- Lack of oversight and accountability for frontline supervisors
- Untrained Human Resources
- Negligent retention of bad actors
- Poor hiring practices
- Territorial squabble between Department Heads and HR

Resources

ICRMP

IN-PERSON TRAINING

WEBINARS

VIDEOS

ASSOCIATIONS

UNIVERSITY

BOOKS

ONLINE RESOURCES

Thank you

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