

# ***PROTECTING OUR CHURCHES***

## **Employment Practices Liability**

### **What is the definition of Employment Practices Liability?**

**EPLI coverage is defined as:** Wrongful termination of employees; discrimination, including sexual harassment; personal injury arising out of employment practices; unfair employment practices, including but not limited to: wrongful failure to promote or employ; wrongful discipline or demotion; negligent performance evaluations; employment related misrepresentation.

### **Every church should have an anti-harassment policy, which includes:**

- ✓ The definition of harassment, including a list of examples
- ✓ Contact persons with whom to report an incident.
- ✓ Policy should clearly state there is no repercussion for making a complaint or claim
- ✓ The policy should provide confidentiality to the claimant and accused.

It is not good enough to have a well-written policy. This policy must be distributed to all managers; supervisors and employees, signed and kept in their personnel files. The policy should be practiced fairly and consistently with all employees. Otherwise it is damaging to have a policy and not use it.

Once an allegation is made, the employer has 24 hours to begin an investigation. Within a month a decision should be made to pursue further or close the file. Keep a detailed documentation of all conversations and information collected during the investigation process. The claimant should be made aware of the basis for the decision.

### **Four Common Causes of Employment Practices claims:**

1. Discrimination
  - Race
  - Sex
  - National Origin
  - Ancestry
  - Religion
  - Creed
  - Disability
  - Marital Status
  - Sexual Orientation
  - Age
2. Invasion of Privacy
3. Contract related Violations
4. Negligent Hiring