



CLAIM SCENARIOS

NON-PROFIT EMPLOYMENT PRACTICE LIABILITY

Racial Discrimination

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. The insured was found not liable but defense costs exceeded \$30,000.

Whistleblower

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. A long and costly period of litigation ensued.

Pregnancy Discrimination

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. A settlement was reached of more than \$75,000.

Disability Claim

An insured received an Americans with Disabilities Act claim involving a patron who alleged the insured's facility could not accommodate his wheelchair. A defense was provided in the amount of \$25,000.

Injunctive Relief

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 a 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. This is an example of a non-monetary claim with defense costs.

Sexual Harassment

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. Settlement was over \$55,000.

This document is provided for promotional and informational purposes only. For an actual description of coverages, terms and conditions refer to the insurance policy. Coverage may not be available in all states. Issuance of coverage is subject to underwriting by Philadelphia Insurance Companies.

855.ASK.PHLY | **PHLY.com**

Philadelphia Insurance Companies is the marketing name for the insurance company subsidiaries of the Philadelphia Consolidated Holding Corp., a Member of the Tokio Marine Group. Your insurance policy, and not the information contained in this document, forms the contract between you and your insurance company. If there is a discrepancy or conflict between the information contained herein and your policy, your policy takes precedence. The claim scenarios described herein are for illustrative purposes only and should not be compared to any other claim. Coverage for a specific loss will vary based on the details of the loss, the policy terms and conditions, and applicable law. All coverages are not available in all states due to state insurance regulations. Certain coverage(s) may be provided by a surplus lines insurer. Surplus lines insurers do not generally participate in state guaranty funds and insureds are therefore not protected by such funds. | © 2026 Philadelphia Consolidated Holding. All Rights Reserved.



TOKIO MARINE
GROUP

Inspiring Confidence.
Accelerating Progress.