

Employment Practices Liability



Do you employ administrative and/or professional staff? Does your business engage independent contractors, volunteers, or students?

Every decision you make, from hiring and pay to promotions, accommodations, or terminations, can potentially lead to a claim even when handled properly.

Employment Practices Liability insurance **protects business owners** against allegations of employment violations, including wrongful termination, discrimination, and workplace harassment. It also covers claims made to human rights tribunals, civil courts, or certifying bodies.

Consider a few examples where an Employment Practices Liability policy may respond:



One of your employees files a lawsuit after another staff member is promoted to Office Manager. The employee claims age discrimination and alleges they were passed over in favour of a younger, less qualified candidate.



An employee sues your business after experiencing perceived harassment and discrimination from a Director who criticized her work and ultimately terminated her employment. The employee claims wrongful termination, emotional distress, a hostile work environment, and discrimination based on gender and disability.

Even organizations with strong human resources policies can face lawsuits, and defending a claim can be costly. **Legal fees for employment cases can easily exceed \$50,000.** Such claims can also disrupt operations, lower employee morale, and harm your reputation.

How to apply

Please contact BMS to purchase coverage.

BMS Canada Risk Services Ltd. (BMS)

- 1-855-318-6558
- connect.canada@bmsgroup.com
- www.canada.bmsgroup.com

This brochure is a summary of coverage and is for information purposes only. Full terms and conditions of the policy, including all exclusions and limitations, are described in the policy wording, a copy of which can be obtained from BMS.

2026-2027 coverage highlights:

A comprehensive definition of Employment Practices Wrongful Act, which includes:

- ✓ Retaliation;
- ✓ Discrimination;
- ✓ Employment harassment, including sexual harassment, bullying, and hostile work environment;
- ✓ Wrongful termination;
- ✓ Failure to employ or promote;
- ✓ Breach of employment contract.

Also responds to employment-related allegations of:

- ✓ Deprivation of a career opportunity;
- ✓ Defamation;
- ✓ Negligent evaluation;
- ✓ Wrongful discipline;
- ✓ Misrepresentation.

Protects your business, executives and employees against allegations made by:

- ✓ Employees;
- ✓ Independent contractors;
- ✓ Volunteers;
- ✓ Students.

