

# Employment Practices Liability Trends to Watch in 2024



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In today's dynamic business environment, the need for robust Employment Practices Liability (EPL) insurance has never been more critical. As businesses grapple with a shifting legal landscape, understanding and addressing emerging trends is paramount to safeguarding against employee lawsuits and potential financial repercussions. 2024 brings a continuation of trends observed in recent years, with several factors shaping the employment practices liability landscape:

## **Pandemic Concerns**

The enduring repercussions of the COVID-19 pandemic have significantly reshaped the employment practices landscape. With over 4,000 EPL lawsuits filed against employers, the pandemic's prolonged presence continues to pose potential exposures. Issues such as remote work arrangements, vaccination mandates, and workplace safety concerns create a complex backdrop for employers, necessitating a proactive approach to mitigate EPL risks.

## **Marijuana Legalization**

The wave of marijuana legalization across various states brings forth a new frontier of challenges for employers. Lawsuits related to employment decisions tied to employees' marijuana use are on the rise. As societal attitudes and legal frameworks evolve, businesses must adapt their policies and procedures to ensure compliance while safeguarding against potential EPL claims arising from decisions linked to marijuana use.

## **Age Discrimination**

With the workforce aging, the likelihood of age discrimination claims is on the upswing. Beyond the potential financial implications of EPL claims, age discrimination can also impact a business's reputation. Employers must navigate this delicate terrain with careful consideration, implementing fair and inclusive practices to mitigate both legal and reputational risks associated with age-related employment decisions.

## **Retaliation Claims**

Workplace retaliation claims are witnessing a surge, underscoring the importance of employers fostering an environment where employees feel secure in exercising their workplace rights. Retaliation allegations stem from inappropriate actions taken by employers in response to employees asserting their rights. To fortify against such claims, businesses need proactive measures, including comprehensive policies, employee training, and a commitment to fair and ethical workplace practices.

Remember, understanding and adapting to these trends are crucial steps in safeguarding your business and ensuring a resilient and compliant workplace. Let us be your strategic partner in mitigating EPL risks and fostering a workplace culture that prioritizes both legal compliance and employee well-being.

As EPL insurance premiums continue to rise, businesses are urged to stay ahead of emerging trends and proactively manage risks. Our team is ready to assist you in navigating the complex landscape of EPL insurance, providing tailored solutions to address your specific needs. Contact us today at [info@vgminsurance.com](mailto:info@vgminsurance.com) or **800-362-3363** to discuss the latest EPL trends, assess your insurance coverage, and fortify your business against the challenges of an evolving employment practices environment.

