



## Management Liability

# Beyond HR<sup>®</sup> and the HR Help Line

## Valuable EPL Risk Control Resources

Did you know that certain harassment claims may be defeated by demonstrating that the employer has an effective anti-harassment policy and has conducted periodic training on harassment prevention?

CNA assists purchasers of Employment Practices Liability insurance (EPL)\* in managing employment-related risks by providing complimentary risk control resources, including online training regarding the prevention of discrimination, harassment, retaliation and wrongful termination, which would cost thousands of dollars if purchased separately.

The Equal Employment Opportunity Commission (EEOC), courts and certain state laws have emphasized that periodic training to prevent wrongful employment practices, such as discrimination and harassment, is essential. To help your clients mitigate these risks, CNA's **Beyond HR<sup>®</sup>** ([www.cnabeyondhr.com](http://www.cnabeyondhr.com)) platform provides online, trackable training in areas such as preventing discrimination, harassment, wrongful termination and retaliation.

Beyond HR<sup>®</sup> also offers a variety of other features including:

- A searchable database of articles and checklists on important workplace topics
- Refresher bulletins to support the online training modules
- A model employment handbook policies and forms

- Webinars on current employment issues
- Best practices minutes — podcasts on various workplace topics such as disability accommodation, bullying, social media and cyber crime

Eligible policyholders can also receive complimentary legal assistance through the HR Help Line, provided by Jackson Lewis, P.C., a national law firm that advises employers on all aspects of workplace law, including employment law issues. Simply have your client's human resources representative call the CNA toll-free line, **888-CNA-EPL1 (888-262-3751)**, identify the company as a CNA EPL policyholder and provide the company's policy number. The call will be returned by a Jackson Lewis attorney who can provide general information regarding employment laws and risk control strategies.\*\* There is no limit on the number of times a policyholder can contact the HR Help Line.

These complimentary resources are a significant benefit to your clients who purchase EPL coverage through CNA. Comparable resources may cost thousands of dollars if purchased separately.

For more information about Beyond HR<sup>®</sup>, or for information on agent demonstration access, please contact us at [specialtyriskcontrol@cna.com](mailto:specialtyriskcontrol@cna.com)

\*Please note that your clients purchasing EPL coverage via endorsement to a CNA Connect policy are not eligible for access to Beyond HR<sup>®</sup> and other related risk control resources.

\*\*The Helpline is not intended to provide legal advice on specific employment actions such as termination decisions, the adequacy of a response to a claim of harassment or discrimination, a particular employee's status under wage hour or other laws, or the need for a reasonable accommodation. For legal advice on specific employment situations, policyholders retain an attorney to conduct an appropriate review of all relevant facts and circumstances. The Helpline cannot be used to report claims under any policy, or to answer any questions regarding insurance requirements or coverage. 4823-3287-6849, v. 1

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