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CNA Pro News

In a recent CNA Pro News, we talked about how CNA works to assist policyholders when a claim is filed. Now we'd like to talk about something equally important – what tools a CNA policyholder can use before a claim is filed.

CNA provides, at no additional cost, a variety of Risk Control value added products and services to our Employment Practices Liability (EPL) insurance policyholders. We have recently increased the number of training modules that are available to our EPL policyholders to further assist with their training needs. Training on 4 key employment topics is now available - and if purchased, these risk control resources would cost more than \$5,000!

CNA's H.R. Web Training platform provides training and human resources tools to assist our EPL policyholders in their efforts to help minimize employment-related risks and litigation. This training allows our policyholders to provide web-based programs to their workforce, and has all the conveniences of being online, as well the ability to track participation and results.

The Equal Employment Opportunity Commission (EEOC), various state Fair Employment Practices Agencies (FEPAs) and the courts have made it clear that employers must maintain strong policies against harassment and discrimination and must train their workforce in the prevention of harassment and discrimination. Training can assist in preventing claims, reducing a company's exposure to claims, and may provide an affirmative defense if a claim is asserted against the company.

So now, in addition to Sexual Harassment Prevention and TRAC (Teamwork, Respect, Awareness and Communication) training, CNA is now providing, at no additional cost to our EPL policyholders, the following 4 training modules:

1) Sexual Harassment Prevention in Spanish

Building on our successful English language module, a Spanish language version is also now available.

2) Discrimination

This module discusses the prohibitions against discrimination. It includes a discussion of what discrimination is, the duties of managers and supervisors, how to spot and prevent potential discrimination, and the importance of investigations.

3) Diversity

This module was designed to create better awareness of diversity and assist a company to create an organizational culture that respects differences and realizes the benefits of each member of an organization.

4) Disabilities (ADA)

This module communicates key components of the Americans with Disabilities Act (ADA), including who is protected, pitfalls encountered in the hiring process, reasonable accommodations, undue hardships, the duties of managers and supervisors, spotting and preventing potential disability harassment and discrimination, and the importance of investigations.

For more information please visit the Risk Control section of our website www.cnapro.com/html/riskmanagement.html. On this site, you and your clients can access articles and other resources that can help in managing risks before they turn into claims.

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