

## **Employment Practices Liability Coverage**

The Diocese of La Crosse Employment Practices Liability coverage requires seeking and following the advice of the Diocesan Attorney prior to termination of employees with respect to dismissal, layoffs, discharges, non-renewals, requested resignations, or terminations. This includes literally any circumstances in which the termination of the employment is initiated by the employer.

As a result of the very specific requirement in our insurance binder, the consequences of not checking with Diocesan counsel before the termination is that the actions of the Diocesan entity will not be covered by our Diocesan insurance policy. As you may expect, these consequences may be catastrophic.

For parish employees, the pastor should mail or fax the documentation or all pertinent information directly to St. Ambrose Financial Services, Inc. at (608) 787-8068.

For school employees, the administrator should contact the Superintendent of Schools first, who, by Diocesan policy, will then notify Attorney James Birnbaum and St. Ambrose Financial Services, Inc.