

## **Employee Sues Employer after being terminated for posting on facebook**

Posted on [March 9, 2011](#) by [Administrator](#)

Today's topic is one of great debate, should every employer purchase Employment Practices Liability Insurance (EPLI), or do you think this is just the concern of the big corporations?

Lets start with this story of how an employee was terminated for posting derogatory messages and criticizing her employer on face-book for all to see.

The employee in question decided she wanted to vent off about her boss, in doing so she did it by publishing her vent on her face-book page, upon learning of this her employer terminated her for her actions. In turn she filed a wrongful termination suit against the employer, basing her case that her conduct was protected under the constitution, and her termination was illegal. Now fearing a runaway jury, the employer decided to not fight the suit, but instead settle out of court, costs that were incurred on their EPLI coverage.

Yes freedom of speech is a great concept, but don't you think if the employee can be protected and sue her employer under the freedom of speech constitution, and is free to talk about her employer any way she wishes in public view of thousands if not millions, shouldn't the employer also have the right to terminate their relationship with anyone who chooses to do so?

This case just goes to show how far employment practices liability suits are being stretched. Even in the cases where the employer wins a suit and reveal it to be litigious, the defense costs in doing so can be extremely substantial.