

What damages are available in an employment discrimination case?

An employee may recover damages for back pay, front pay, prejudgment interest and lost benefits. An employee's recovery may also include compensatory damages for non-monetary losses such as emotional pain, inconvenience, mental anguish and loss of enjoyment of life. If the employer's actions were particularly egregious, an employee may be entitled to punitive damages. For example, under Title VII of the Civil Rights Act of 1991, an employee may recover up to \$300,000 in compensatory damages and punitive damages, in addition to damages for monetary losses such as back pay, front pay, prejudgment interest and benefits.