

## **RETALIATION CONTINUES TO BE THE NUMBER ONE TYPE OF CHARGE FILED WITH THE EEOC**

On February 11, 2016, the Equal Employment Opportunity Office ("EEOC") released its data for charges and claims litigated in 2015. Below are the highlights.

- A total of 89,385 workplace discrimination charges were received.
- More retaliation charges were received than any other type of claim enforced by the EEOC.
  - Retaliation charges constituted almost 45 percent of the total number of charges filed against private employers.
  - Retaliation claims were up by 5 percent over 2014 statistics.
- The second largest number of filings was for race discrimination.
- The third largest number of filings was for disability discrimination, fourth was for sex, fifth was for age and sixth was for national origin.
- Only 3.9 percent of charges were for religious discrimination, and 1.1 percent were equal pay charges.
- The least often filed charge was for violations of the Genetic Information Non-Discrimination Act (0.3 percent of the total charges).
- There were 28,000 harassment charges (31 percent).
- The EEOC filed 142 lawsuits (nine more than in 2014).
- The agency brought in more than \$525 million through settlement and litigation.

If you have questions regarding this topic, please contact Sevilla Rhoads at (206) 795-6876 or [srhoads@hallrender.com](mailto:srhoads@hallrender.com) or your regular Hall Render attorney.