

Employment Practices Liability EEOC Claims Statistics - 2009

In today's workplace environment, business owners may be at risk for decisions they make regardless of what industry they are in or type of business they own.

Below are some statistics from the Equal Employment Opportunity Commission ("EEOC") for FY2009:

- There were 93,277 private sector charges filed in 2009, the second highest level ever.
- Monetary relief obtained through enforcement, mediation and litigation programs totaled over \$376 million, which is a record high. Monetary benefits obtained solely through enforcement and mediation totaled \$294.2 million, also a record high
- The most frequent types were based on:
 - Race (36 %)
 - Retaliation (36 %)
 - Sex/Gender (30 %)
 - Age (24 %)
 - Disability (23 %)

Total exceeds 100% as one charge may include multiple allegations

- The EEOC received the following number of charges, and resolved and recovered the following benefits for charging parties and other aggrieved individuals (not including monetary benefits obtained through litigation)¹

	<u>Charges Received</u>	<u>Benefits Recovered</u>
Race Discrimination	33,579	\$82.4M
Gender Discrimination	28,028	121.5
Sexual Harassment	12,696	51.5
Age Discrimination	22,778	72.1
Disability	24,451	67.8 ²

- Over 40% of all employment practice claims are filed against private employers who have between 15 to 100 employees³



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¹ Equal Employment Opportunity Commission (www.eeoc.gov)

² The amounts recovered for psychological disorders, including depression and anxiety disorders, have almost doubled.

³ Legal Landmines: 2009 Law Changes Could Impact Your Business, by Mary Gorski and Denise Tataryn