

Employment Practices Liability EEOC Statistics - 2010

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 2010

- There were 99,922 private sector charges filed, the highest level ever.
- Monetary relief obtained through enforcement, mediation and litigation programs totaled over \$404 million, which is a record high. Monetary benefits obtained solely through enforcement and mediation totaled \$319.4 million, also a record high
- The most frequently cited allegations were based upon:
 - Retaliation (36%)
 - Race (36%)
 - Sex/Gender (29%)
 - Age (23%)
 - Disability (25%)

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

	Charges <u>Received</u>	Benefits <u>Recovered (millions)</u>
Gender Discrimination	29,029	\$129.3
Age Discrimination	23,264	93.6
Race Discrimination	35,890	84.4
Disability	25,165	76.1
Sexual Harassment	12,696	48.4

- Over 40% of all employment practice claims are filed against private employers who have between 15 to 100 employees²



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

² Legal Landmines: 2009 Law Changes Could Impact Your Business, by Mary Gorski and Denise Tataryn