



\$400 Million for EEOC Cases in 2017

The U.S. Equal Employment Opportunity Commission (EEOC) announced that 84,254 workplace discrimination charges were filed during 2017 and secured \$398 million for victims in the private sector and state and local government workplaces through voluntary resolutions and litigation.

The agency handled over 540,000 calls to its toll-free number and more than 155,000 inquiries in field offices.

The 2017 data show that retaliation was the most frequently filed charge filed with the agency, followed by race and disability. The agency also received 6,696 sexual harassment charges and obtained \$46.3 million in monetary benefits for victims of sexual harassment. Specifically, the charge numbers show the following breakdowns by bases alleged, in descending order:

- Retaliation: 41,097 (48.8 percent of all charges filed)
- Race: 28,528 (33.9 percent)
- Disability: 26,838 (31.9 percent)
- Sex: 25,605 (30.4 percent)
- Age: 18,376 (21.8 percent)
- National Origin: 8,299 (9.8 percent)
- Religion: 3,436 (4.1 percent)
- Color: 3,240 (3.8 percent)
- Equal Pay Act: 996 (1.2 percent)
- Genetic Information: 206 (.2 percent)

These percentages add up to more than 100 because some charges allege multiple bases.

These numbers are significant and are alarming to employers. Even the most careful and complaint employer can face an EEOC claim from a disgruntled employee. Should the claim be overturned, it still takes time and money to show compliance.

Employers should stay up to date on wage/hour law and make sure all managers and employees are trained in harassment. Our team at HR Partners is staffed with HR experts to help keep you up to date on employment law, and required trainings. You can reach our friendly team at 770-248-0401.

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Sources:

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