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## FOCUS ON EEOC

### EEOC Issues Enforcement and Litigation Data

The Equal Employment Opportunity Commission (EEOC) has released a detailed summary of its enforcement and litigation data for fiscal year (FY) 2015, calculated from October 1, 2014 through September 30, 2015.

In total, the EEOC received 89,385 charges of workplace discrimination, with retaliation topping the list as the most frequently filed charge (39,757 charges). From FY2014, retaliation charges increased by nearly 5 percent and disability charges increased by 6 percent. Charges alleging violation of the Genetic Information Non-Discrimination Act (GINA) were the least-filed type of charge, with only 257 charges filed. Nearly 28,000 charges raised allegations of harassment, which continues to be an EEOC focus through its Strategic Enforcement Plan.

In addition, the EEOC filed 142 merits lawsuit in FY2015—nine more than it filed in FY2014. Most of the lawsuits filed alleged violations of Title VII, followed by suits claiming Americans with Disabilities Act (ADA) violations. Of the 142 lawsuits filed, 100 were single-plaintiff cases, and 42 involved multiple alleged victims, including 16 systemic cases. The EEOC also resolved 92,641 charges and secured more than \$525 million for claimants.

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