

## EEOC Claims for FY 2008

According to *The U.S. Equal Employment Opportunity Commission (EEOC)*, the following chart represents the total number of discrimination charges received in FY 2008, filed and resolved under Title VII of the Civil Rights Act alleging discrimination as an issue.

FY2008	Age Based	Sex Based	Sexual Harassment	Race Based	Religion Based	Pregnancy Based	National Origin Based	Equal Pay	Americans with Disabilities
Claims	24,582	28,372	13,867	33,937	3,273	6,285	10,601	954	272,652
Settlements	1,974	2,842	1,525	3,069	253	874	891	88	22,774
Monetary Benefits (millions)	\$82.8	\$109.3	\$47.4	\$79.3	\$7.5	\$12.2	\$25.4	\$9.6	\$734.2
Withdrawals w/ Benefits	1,252	1,646	1,183	1,435	138	499	452	69	14,536
Administrative Closures	6,387	4,563	2,618	3,964	459	847	1,351	142	70,906
No Reasonable Cause	11,124	13,670	5,718	18,792	1,705	2,851	5,414	464	158,468
Reasonable Cause	678	1,297	687	1,061	172	221	390	65	17,510
Successful Conciliations	220	382	234	355	42	77	132	26	5,884
Unsuccessful Conciliations	458	915	453	706	130	144	258	39	11,296
Merit Resolutions	3,904	5,785	3,395	5,565	563	1,594	1,733	222	54,820

In addition, for Fiscal Year 2008, EEOC received 32,690 charges of retaliation discrimination. The EEOC resolved 25,999 of those retaliation charges, and recovered more than \$111 million in monetary benefits for charging parties and other aggrieved individuals (not including monetary benefits obtained through litigation).

## **Definitions of Terms – EEOC Harassment Claims**

### **Administrative Closure**

Charge closed for administrative reasons, which include: failure to locate charging party, charging party failed to respond to EEOC communications, charging party refused to accept full relief, closed due to the outcome of related litigation which establishes a precedent that makes further processing of the charge futile, charging party requests withdrawal of a charge without receiving benefits or having resolved the issue, no statutory jurisdiction.

### **Merit Resolutions**

Charges with outcomes favorable to charging parties and/or charges with meritorious allegations. These include negotiated settlements, withdrawals with benefits, successful conciliations, and unsuccessful conciliations.

### **No Reasonable Cause**

EEOC's determination of no reasonable cause to believe that discrimination occurred based upon evidence obtained in investigation. The charging party may exercise the right to bring private court action.

### **Reasonable Cause**

EEOC's determination of reasonable cause to believe that discrimination occurred based upon evidence obtained in investigation. Reasonable cause determinations are generally followed by efforts to conciliate the discriminatory issues which gave rise to the initial charge. NOTE: Some reasonable cause findings are resolved through negotiated settlements, withdrawals with benefits, and other types of resolutions, which are not characterized as either successful or unsuccessful conciliations.

### **Settlements (Negotiated)**

Charges settled with benefits to the charging party as warranted by evidence of record. In such cases, EEOC and/or a FEPA is a party to the settlement agreement between the charging party and the respondent (an employer, union, or other entity covered by EEOC-enforced statutes).

### **Successful Conciliation**

Charge with reasonable cause determination closed after successful conciliation. Successful conciliations result in substantial relief to the charging party and all others adversely affected by the discrimination.

### **Unsuccessful Conciliation**

Charge with reasonable cause determination closed after efforts to conciliate the charge are unsuccessful. Pursuant to Commission policy, the field office will close the charge and review it for litigation consideration. NOTE: Because "reasonable cause" has been found, this is considered a merit resolution.

### **Withdrawal with Benefits**

Charge is withdrawn by charging party upon receipt of desired benefits. The withdrawal may take place after a settlement or after the respondent grants the appropriate benefit to the charging party.