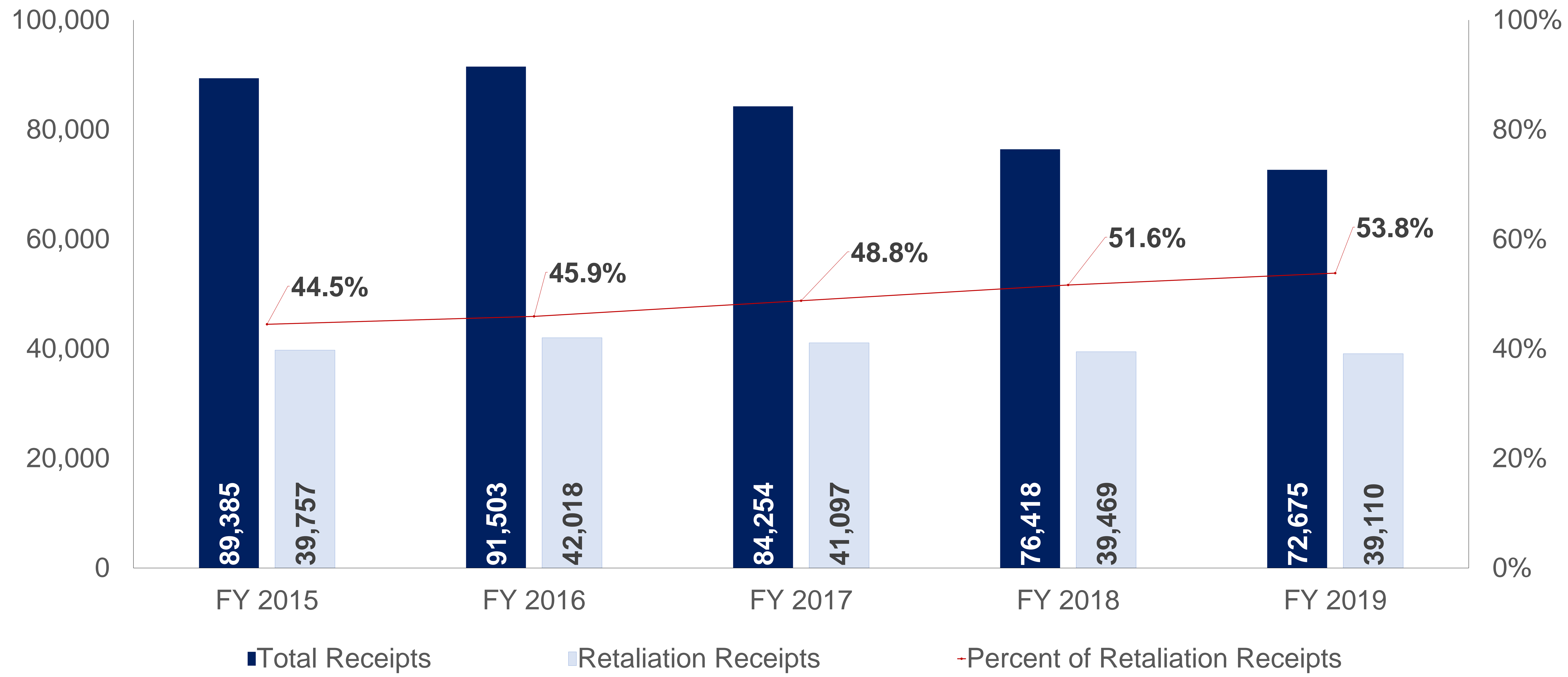


U.S. Equal Employment Opportunity Commission (EEOC) – Retaliation Charge Data

Total Charge Receipts Versus Retaliation Charge Receipts FY 2015 - FY 2019



FY 2015 - FY 2019:

- As a percentage of total charge receipts, receipts that included a claim for retaliation steadily increased.
- Total receipts decreased by 18.7%.
- Receipts that included a claim for retaliation decreased by 1.6%.

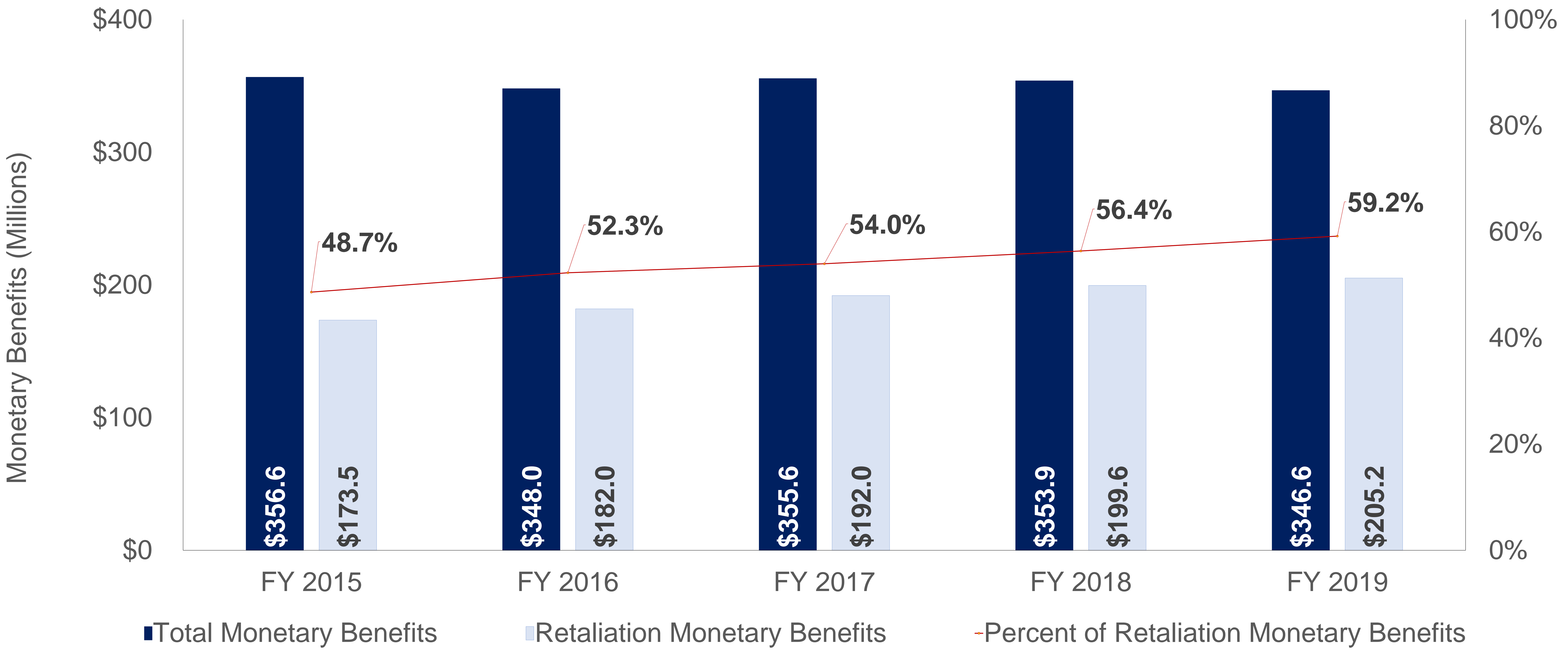
*Charge data includes all charges filed by individuals in the private sector and state and local government workplaces; it does not include discrimination complaints in the federal sector.

**For all definitions of terms please go to: <https://www.eeoc.gov/enforcement/definitions-terms>.



U.S. Equal Employment Opportunity Commission (EEOC) – Retaliation Charge Data

Total Monetary Benefits Versus Retaliation Monetary Benefits FY 2015 - FY 2019



FY 2015 - FY 2019:

- As a percentage of total monetary benefits, monetary benefits for charges that included a claim for retaliation increased steadily.
- Total monetary benefits decreased by \$10.0 million, a change of 2.8%.
- Monetary benefits for charges that included a claim for retaliation increased by \$31.7 million, a change of 18.3%.

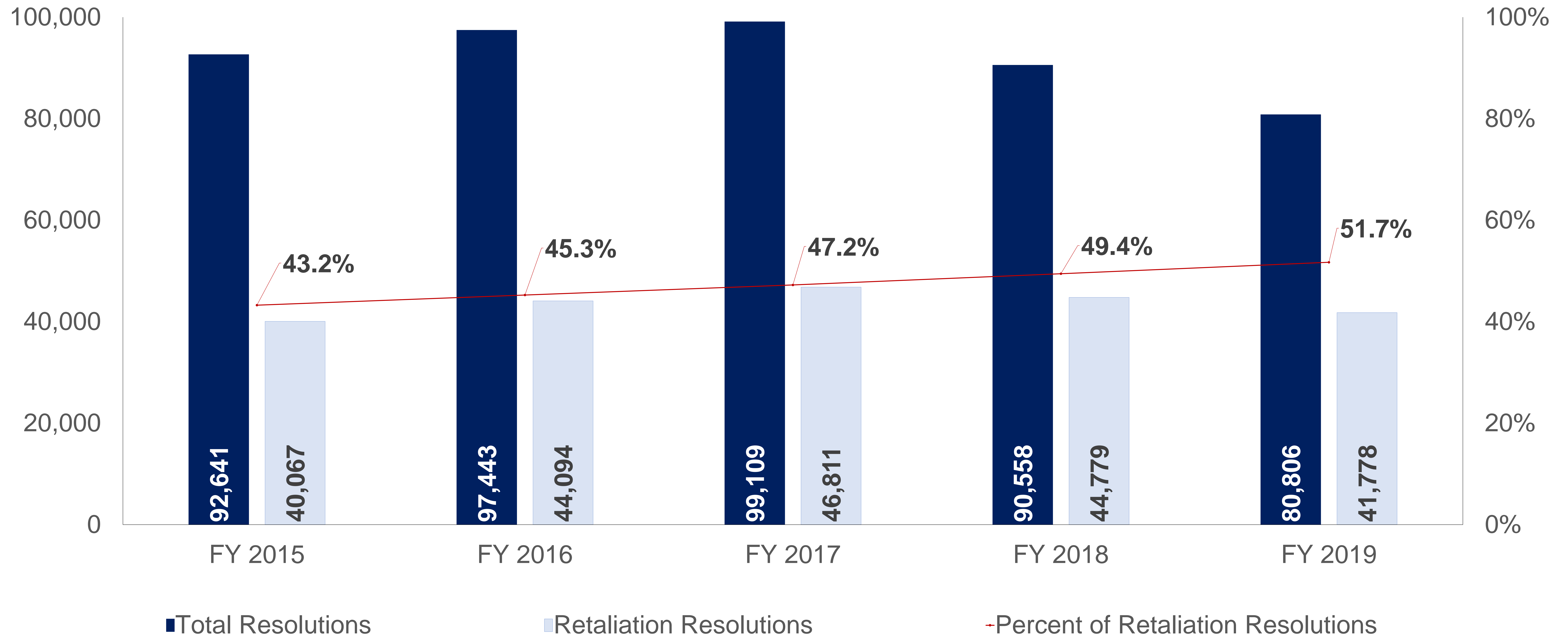
*Charge data includes all charges filed by individuals in the private sector and state and local government workplaces; it does not include discrimination complaints in the federal sector.

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U.S. Equal Employment Opportunity Commission (EEOC) – Retaliation Charge Data

Total Resolutions Versus Retaliation Resolutions FY 2015 - FY 2019



FY 2015 - FY 2019:

- As a percentage of total resolutions, resolutions of charges that included a claim for retaliation steadily increased.
- Total resolutions decreased by 12.8%.
- Resolutions of charges that included a claim for retaliation increased by 4.3%.

*Charge data includes all charges filed by individuals in the private sector and state and local government workplaces; it does not include discrimination complaints in the federal sector.

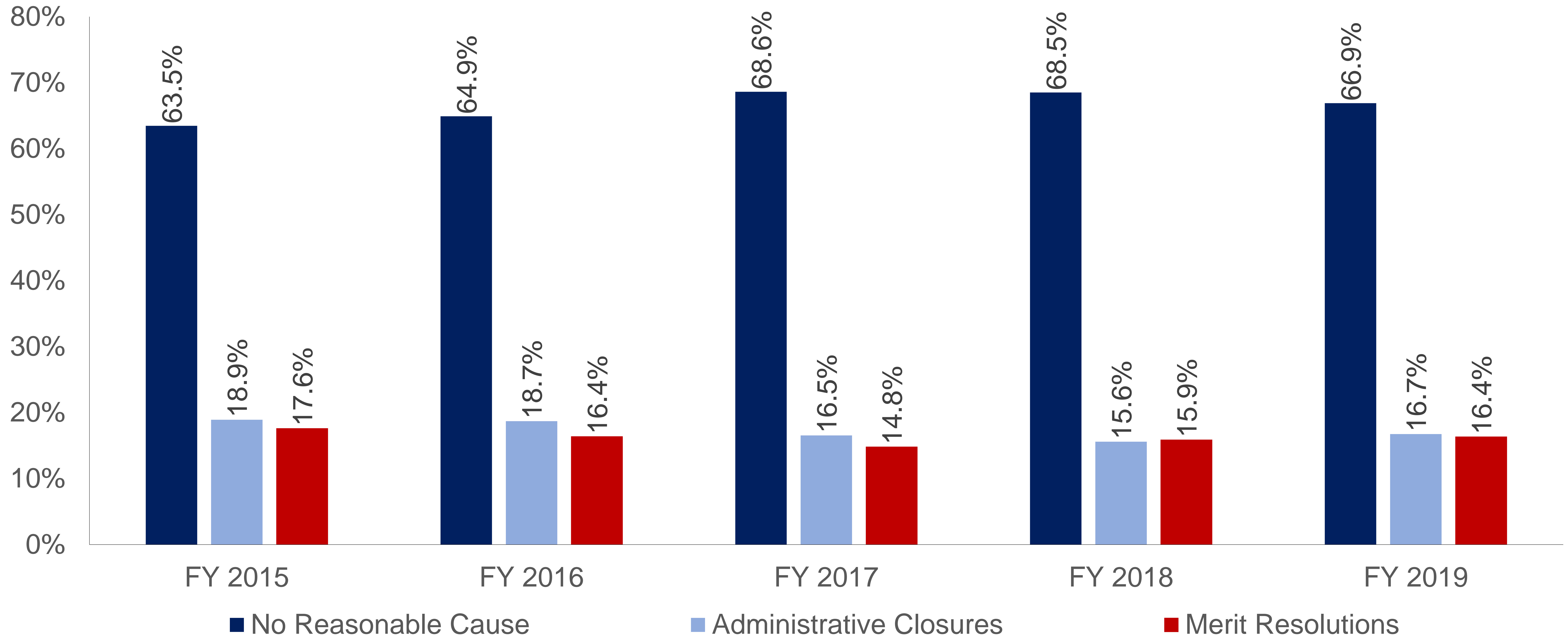
**Resolutions - All charges closed in the administrative process, comprised of charges with no cause findings, administrative closures, and merit resolutions.

***For all definitions of terms please go to: <https://www.eeoc.gov/enforcement/definitions-terms>.



U.S. Equal Employment Opportunity Commission (EEOC) – Retaliation Charge Data

Resolutions of Charges – Retaliation FY 2015 - FY 2019



- Resolutions - All charges closed in the administrative process, comprised of charges with no cause findings, administrative closures, and merit resolutions.
- No Reasonable Cause - EEOC's determination based upon the evidence obtained in the investigation that it believes discrimination did not occur; the determination does not certify that the respondent is in compliance with the statute. The charging party may exercise the right to bring private court action.
- Administrative Closures - Charge closed for administrative reasons without a determination based on the merits, which include: lack of jurisdiction due to untimeliness, insufficient number of employees, or lack of employment relationship; charging party requests withdrawal without receiving benefits; or charging party requests the notice of right to sue.
- Merit Resolutions - Charge resolved with an outcome favorable to charging party or charge with meritorious allegations. These are comprised of negotiated settlements, withdrawals with benefits, successful conciliations, and unsuccessful conciliations.

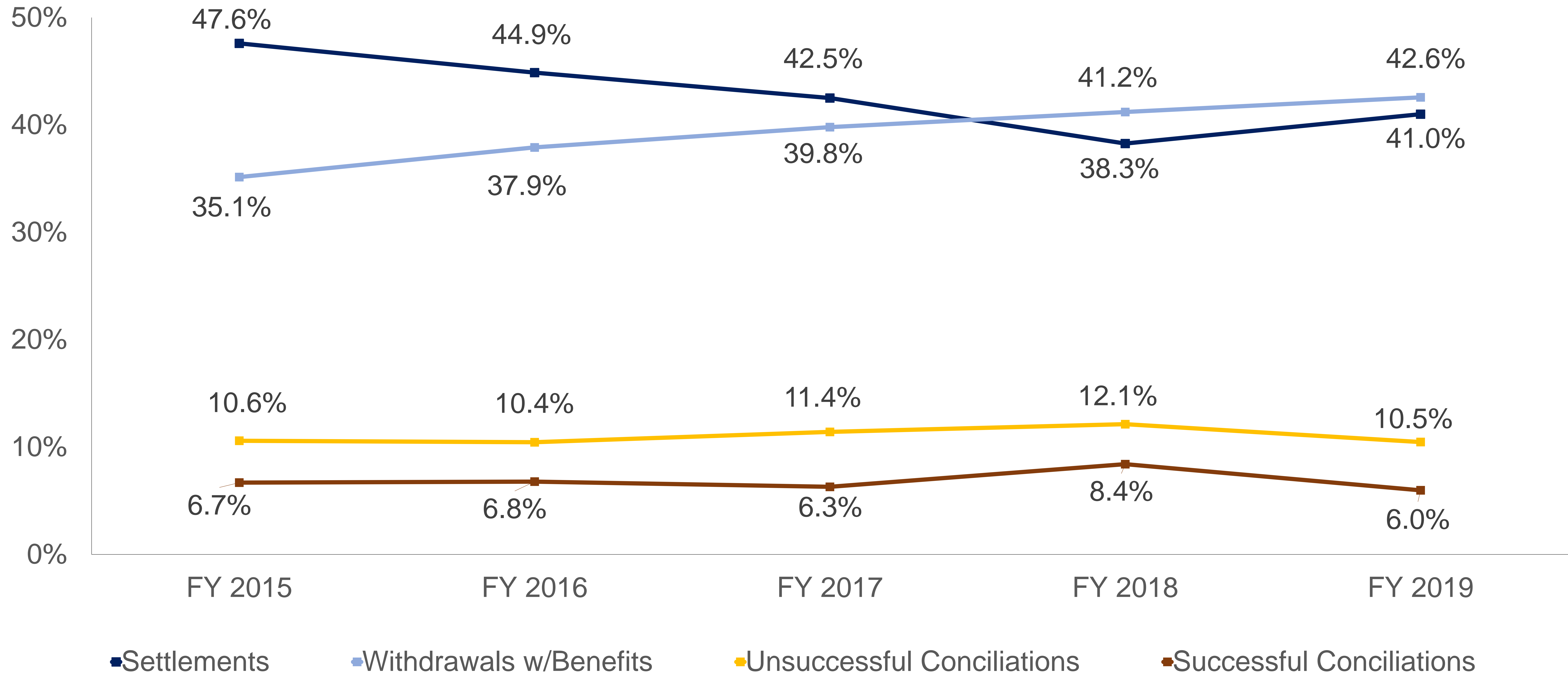
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U.S. Equal Employment Opportunity Commission (EEOC) – Retaliation Charge Data

Merit Resolutions – Retaliation FY 2015 - FY 2019



- Settlements - Charge settled during investigation with benefits to charging party.
- Withdrawals w/Benefits - Charge is withdrawn, at the request of charging party, who will receive benefits through a separate agreement with the employer.
- Successful Conciliations - Charge with reasonable cause determination closed after resolution of the charge through voluntary efforts, whereby EEOC is a party to the agreement.
- Unsuccessful Conciliations - Charge with reasonable cause determination closed after failure to resolve the charge through voluntary efforts. Because "reasonable cause" has been found, this resolution is considered a merit resolution.

*Charge data includes all charges filed by individuals in the private sector and state and local government workplaces; it does not include discrimination complaints in the federal sector.

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