

U.S. Equal Employment Opportunity Commission (EEOC)

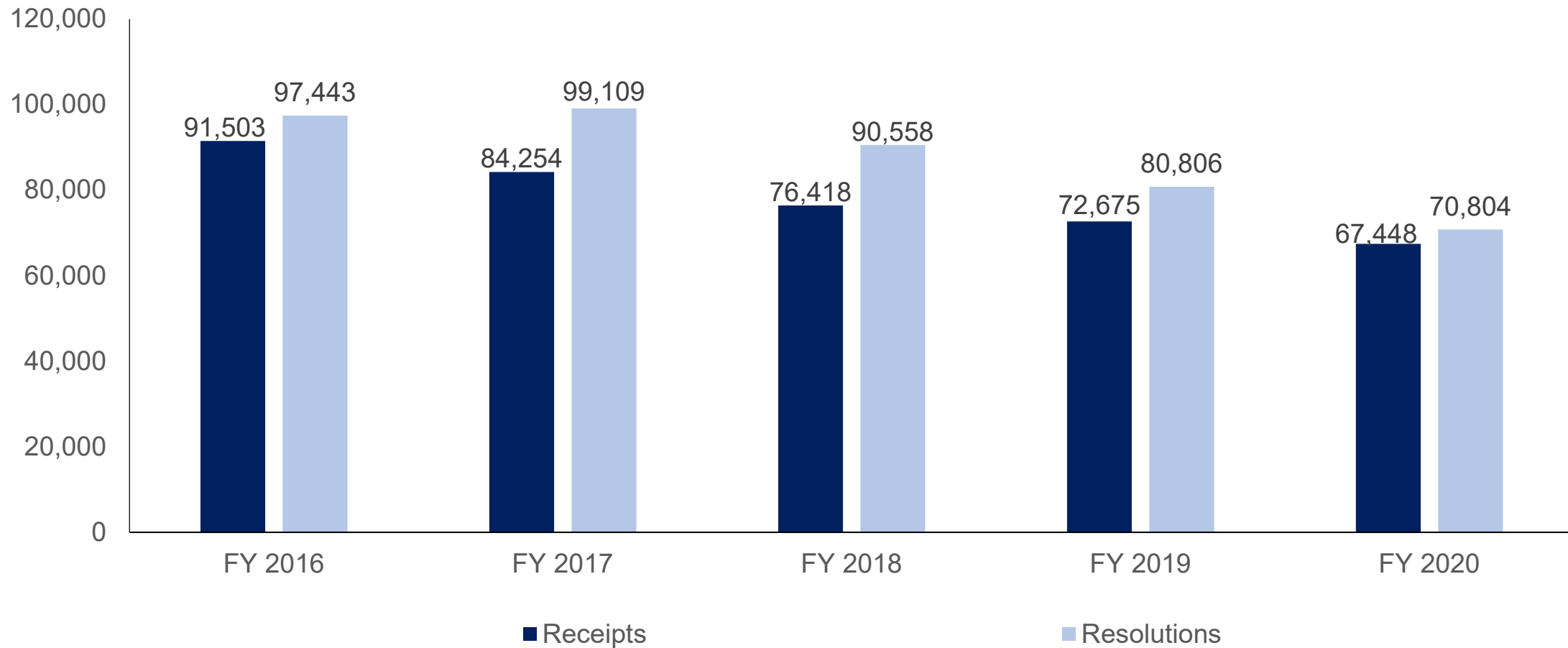


FY 2016 – FY 2020 Data Visualizations
EEOC All Charge Data

Office of Enterprise Data and Analytics (OEDA)
December 10, 2021

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

Total Number of Charge Receipts and Resolutions FY 2016 - FY 2020



FY 2016 – FY 2020:

- Total receipts decreased by 24,055 (-26.3%)
- Total resolutions decreased by 26,639 (-27.3%)

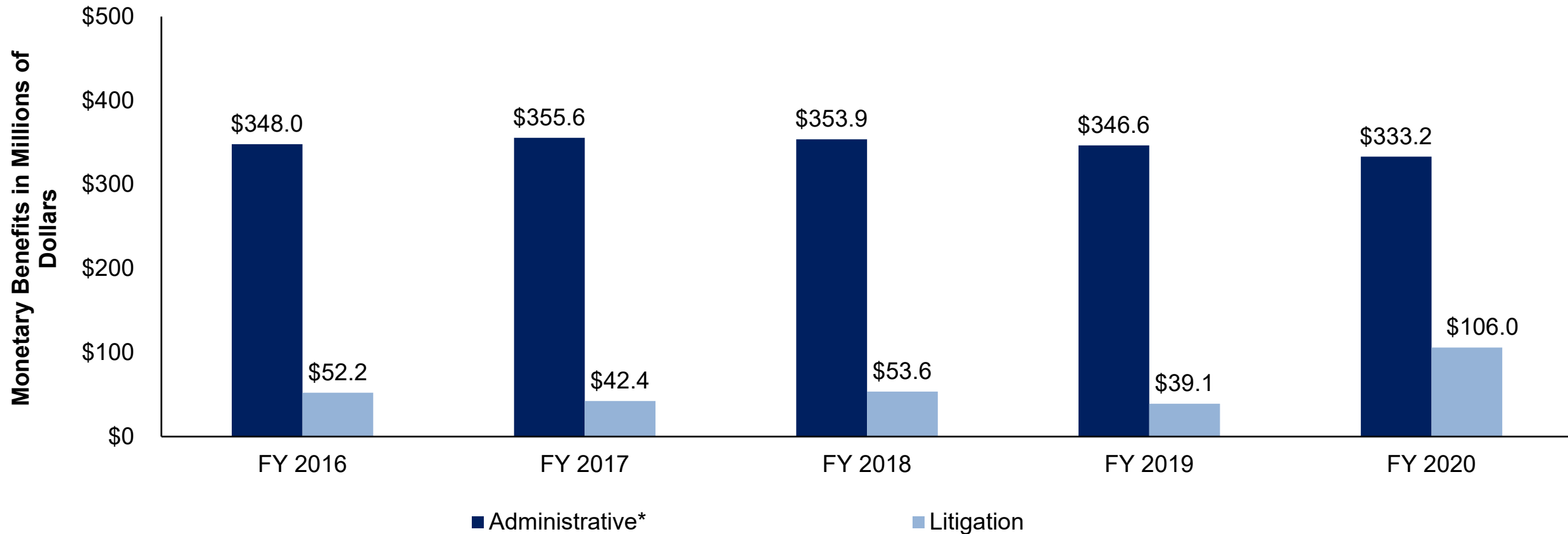
*Charge data includes all charges filed by individuals in the private sector and state and local government workplaces; it does not include discrimination complaints in the federal sector.

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



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

Total Monetary Benefits (Millions) FY 2016 – FY 2020



FY 2020:

- \$38.8 in Enforcement Conciliations
- \$116.8 in Enforcement Settlements
- \$177.7 in Enforcement Withdrawals with Benefits
- \$74.9 in Mediation Withdrawals with Benefits
- \$81.7 in Mediation Settlements
- \$106.0 in Litigation

*Administrative monetary benefits are comprised of Enforcement Conciliations, Enforcement Settlements, Enforcement Withdrawals with Benefits, Mediation Settlements, and Mediation Withdrawals with Benefits.

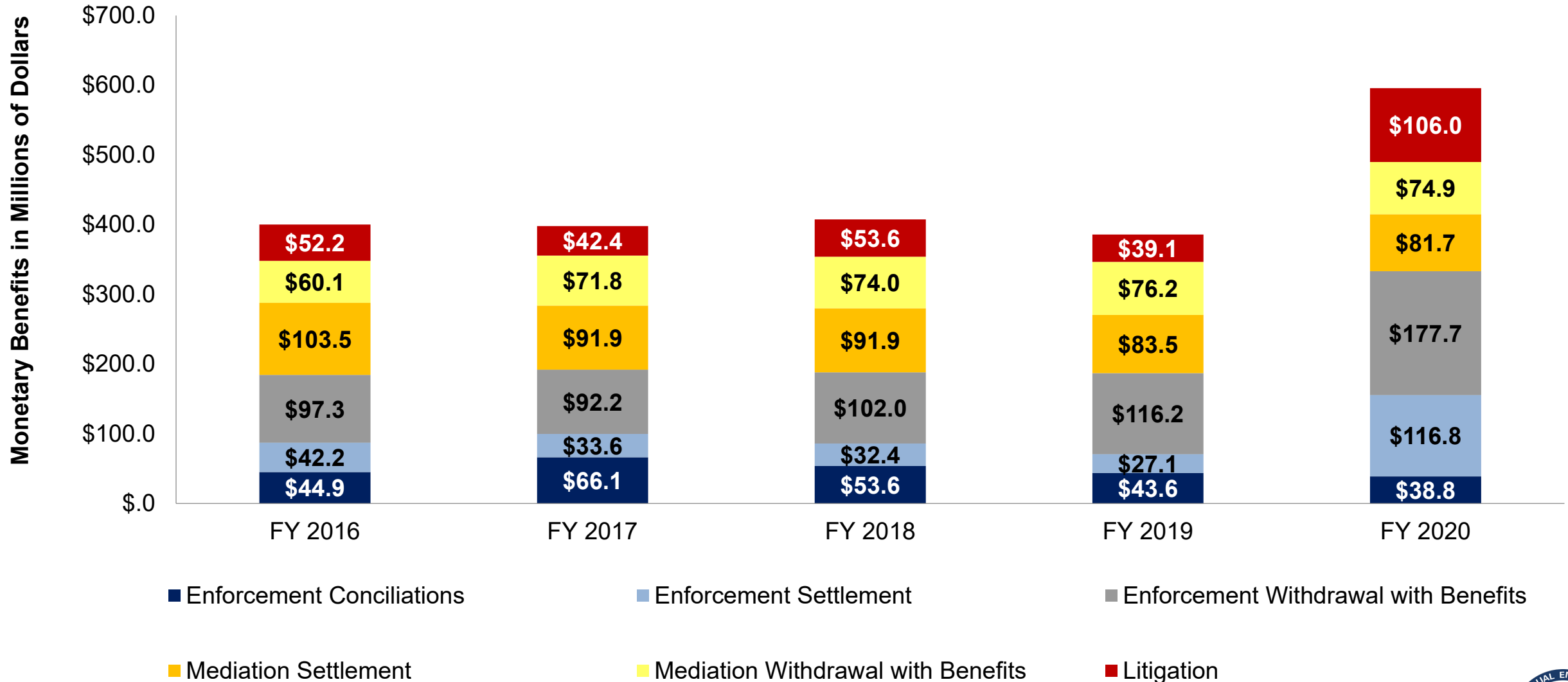
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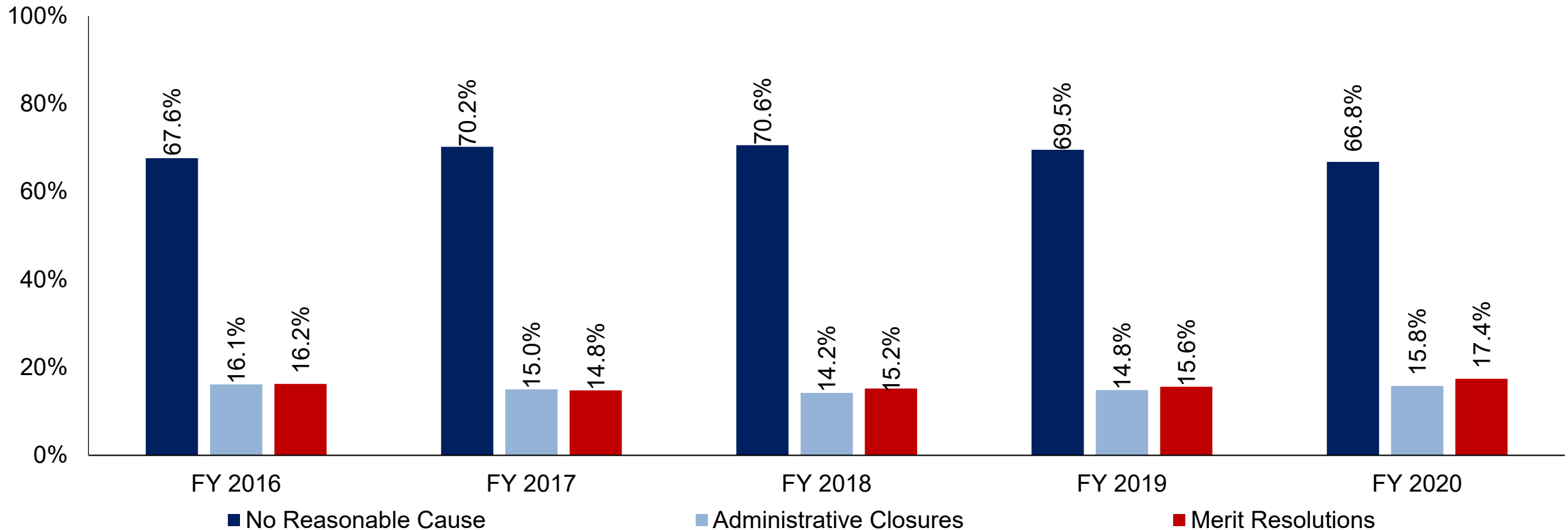


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U.S. Equal Employment Opportunity Commission (EEOC) – All Charge Data

All Charge Resolutions FY 2016 - FY 2020



- 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 not to proceed further with its investigation. This determination does not certify that the respondent is in compliance with the statutes EEOC enforces. In issuing this determination, the EEOC makes no decision about the merits of claims alleged in the charge or of any other issues that could be construed as having been raised by the charge. The charging party may exercise the right to bring a 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.

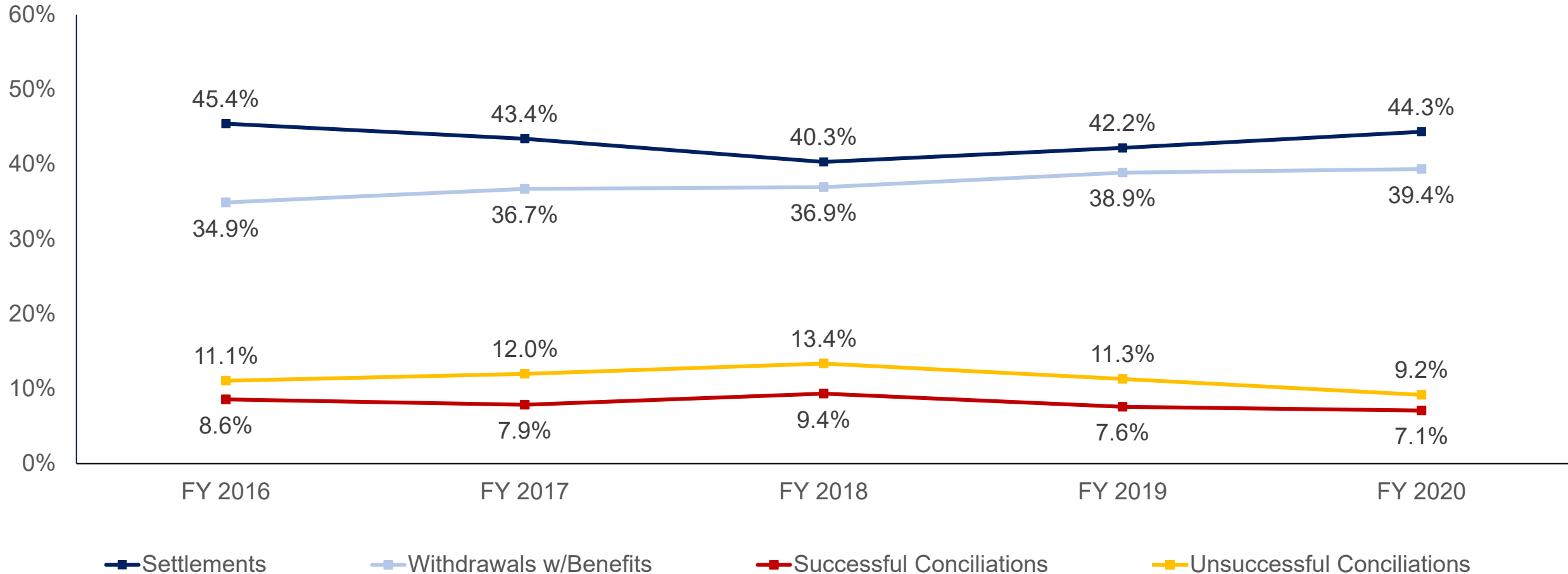
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Merit Charge Resolutions FY 2016 - FY 2020



- 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.

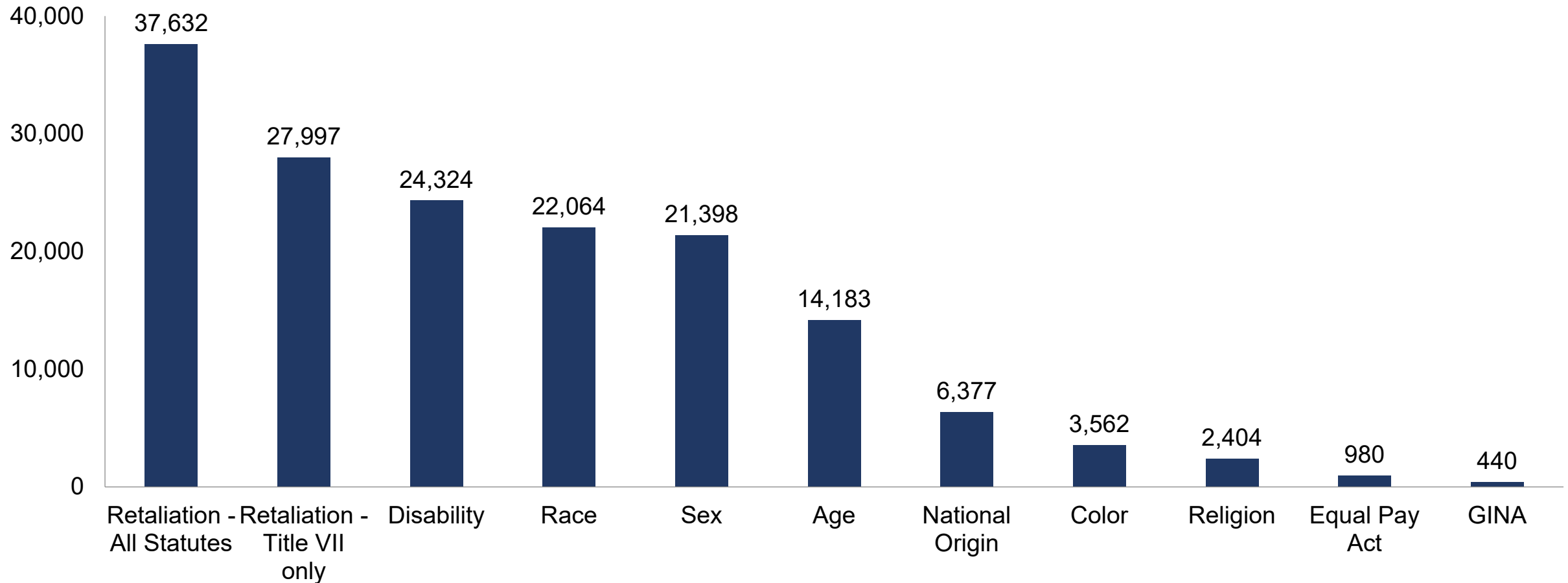
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Charge Receipts by Basis FY 2020



Please note that individuals often file charges claiming multiple types of discrimination, therefore the sum of the discrimination bases will exceed total charges filed.

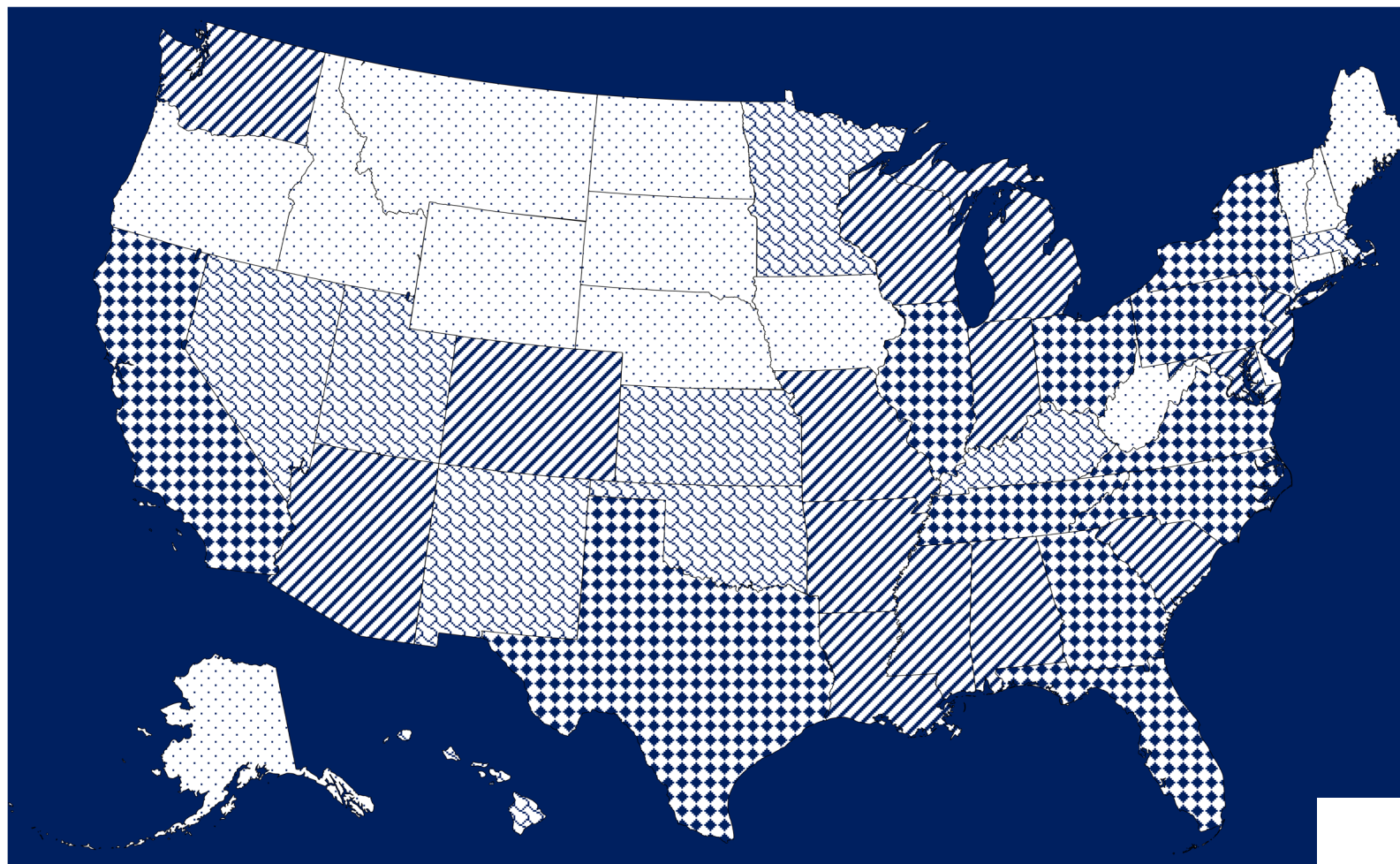


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U.S. Equal Employment Opportunity Commission (EEOC) – All Charge Data

Percent of Total Charge Receipts by State FY 2020



≤ 0.3%
 > 0.3% to ≤ 1.2%
 > 1.2% to ≤ 2.9%
 > 2.9%

States	Percent of Total US Charges	States	Percent of Total US Charges
Alabama	2.3%	Montana	0.1%
Alaska	0.1%	Nebraska	0.5%
Arizona	2.4%	Nevada	1.2%
Arkansas	1.6%	New Hampshire	0.1%
California	6.1%	New Jersey	1.8%
Colorado	1.7%	New Mexico	0.6%
Connecticut	0.3%	New York	4.4%
Delaware	0.3%	North Carolina	5.1%
District of Columbia	0.6%	North Dakota	0.1%
Florida	8.7%	Ohio	3.2%
Georgia	6.0%	Oklahoma	0.9%
Hawaii	0.5%	Oregon	0.3%
Idaho	0.1%	Pennsylvania	6.8%
Illinois	5.5%	Rhode Island	0.1%
Indiana	2.6%	South Carolina	1.5%
Iowa	0.3%	South Dakota	0.1%
Kansas	1.0%	Tennessee	3.5%
Kentucky	0.9%	Texas	10.2%
Louisiana	1.7%	Utah	0.4%
Maine	0.0%	Vermont	0.0%
Maryland	2.4%	Virginia	2.9%
Massachusetts	0.5%	Washington	1.5%
Michigan	2.3%	West Virginia	0.2%
Minnesota	1.2%	Wisconsin	1.3%
Mississippi	1.7%	Wyoming	0.1%
Missouri	2.1%	Other*	0.3%

Other* includes APO/FPO (Army/Post Offices/Fleet Post Offices), American Samoa, Federated States of Micronesia, Guam, Marshall Islands, Northern Mariana Islands, Puerto Rico, Palau, Virgin Islands, and Wake Islands.

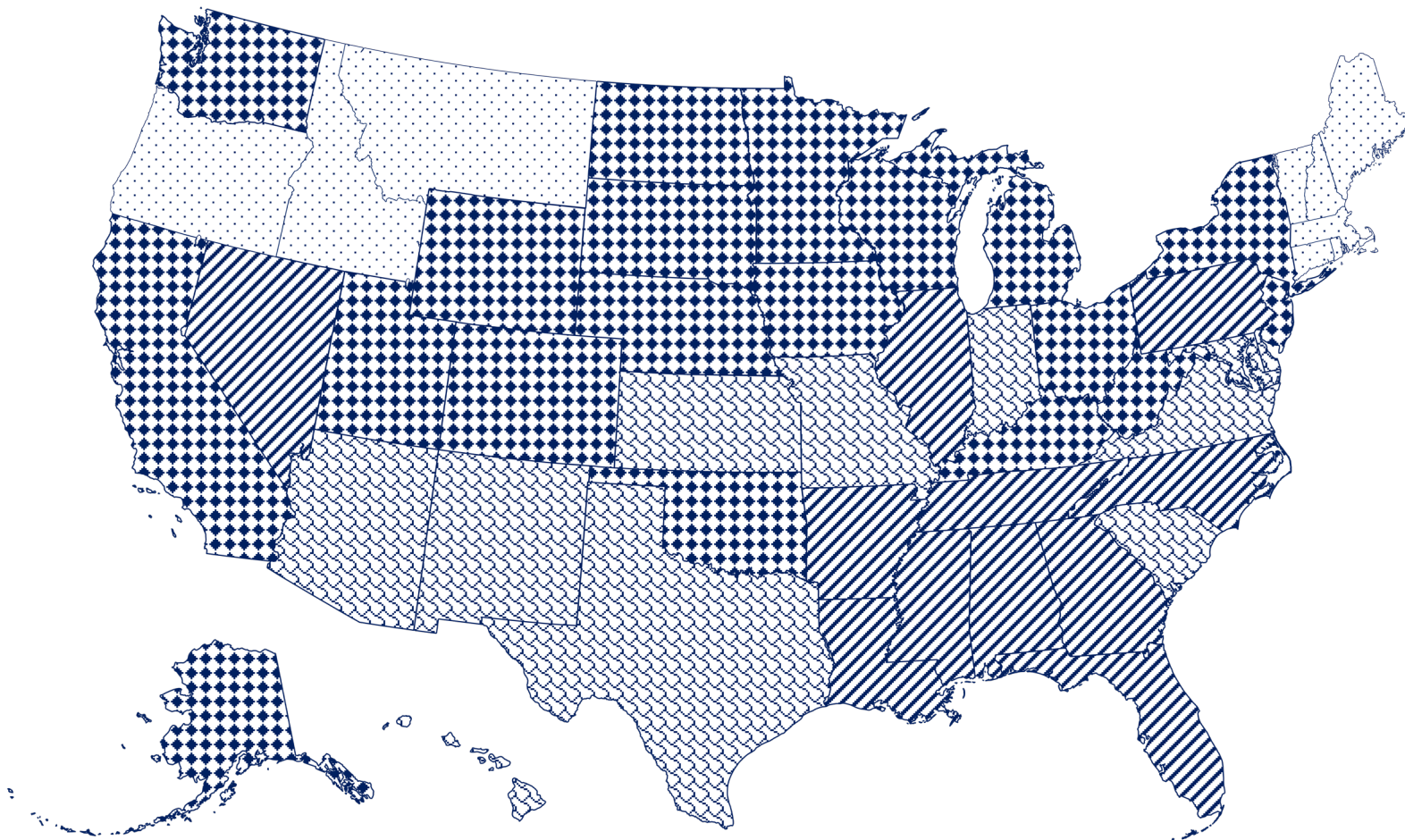
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Charge Receipts per 10,000 Population* by State FY 2020



□ ≤ 1.35 ▤ > 1.35 to ≤ 4.10 ▨ > 4.10 to ≤ 5.60 ▩ > 5.60

States	Number of Charges / 10,000 Population	States	Number of Charges / 10,000 Population
Alabama	7.15	Montana	0.71
Alaska	1.66	Nebraska	3.47
Arizona	4.85	Nevada	20.27
Arkansas	8.25	New Hampshire	0.67
California	2.16	New Jersey	2.66
Colorado	3.81	New Mexico	4.25
Connecticut	1.20	New York	3.12
Delaware	4.53	North Carolina	6.96
District of Columbia	10.67	North Dakota	1.60
Florida	5.89	Ohio	3.74
Georgia	8.05	Oklahoma	3.55
Hawaii	4.58	Oregon	1.09
Idaho	0.67	Pennsylvania	7.32
Illinois	5.86	Rhode Island	0.84
Indiana	5.31	South Carolina	4.25
Iowa	1.38	South Dakota	1.48
Kansas	4.49	Tennessee	7.34
Kentucky	2.93	Texas	4.97
Louisiana	5.66	Utah	1.53
Maine	0.38	Vermont	0.94
Maryland	5.31	Virginia	4.67
Massachusetts	0.92	Washington	2.68
Michigan	3.26	West Virginia	2.07
Minnesota	2.64	Wisconsin	2.83
Mississippi	9.07	Wyoming	1.48
Missouri	4.87	Puerto Rico**	2.03

*2019 American Community Survey (ACS) population estimates by state – 16 Years and Older, Civilian Labor Force used as denominator -

<https://data.census.gov/cedsci/table?q=s2401&t=Employment%20and%20Labor%20Force%20Status%3APopulations%20and%20People&q=0100000US.04000.001&tid=ACST1Y2019.S2401&hidePreview=false>

**Puerto Rico – Included in table, but not on map.

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