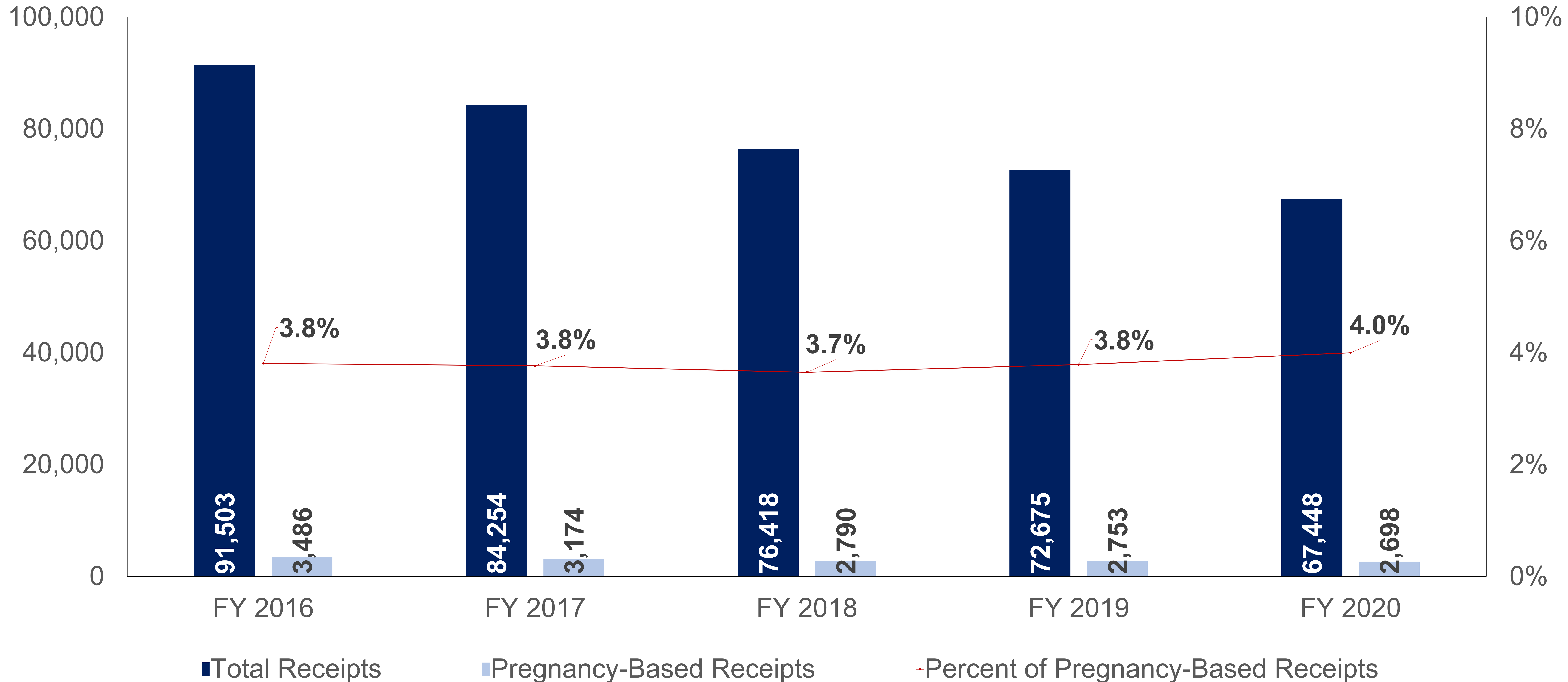


# U.S. Equal Employment Opportunity Commission – Pregnancy-Based Charge Data

## Total Charge Receipts Versus Pregnancy-Based Receipts FY 2016 - FY 2020



FY 2016 – FY 2020:

- As a percentage of total charges, receipts that included pregnancy-based claims increased.
- Total receipts decreased by 26.3%.
- Receipts that included pregnancy-based claims decreased by 22.6%.

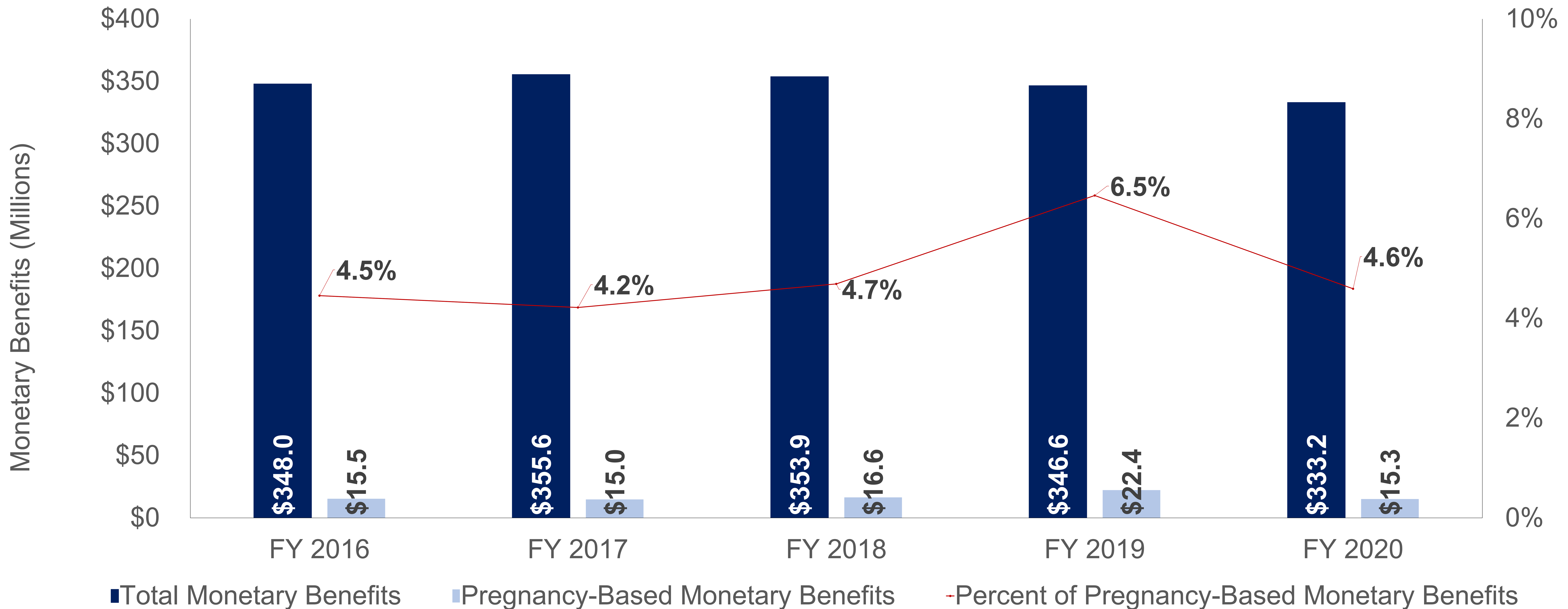
\*Charge data includes all charges filed by individuals in the private sector and state and local government workplaces; it does not include discrimination complaints in the federal sector.

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



# U.S. Equal Employment Opportunity Commission – Pregnancy-Based Charge Data

## Total Monetary Benefits Versus Pregnancy-Based Monetary Benefits FY 2016 – FY 2020



FY 2016 – FY 2020:

- As a percentage of total monetary benefits, monetary benefits for charges that included pregnancy-based claims increased.
- Total monetary benefits decreased by \$14.8 million, a change of 4.3%.
- Monetary benefits for charges that included pregnancy-based claims decreased by \$0.2 million, a change of 1.3%.

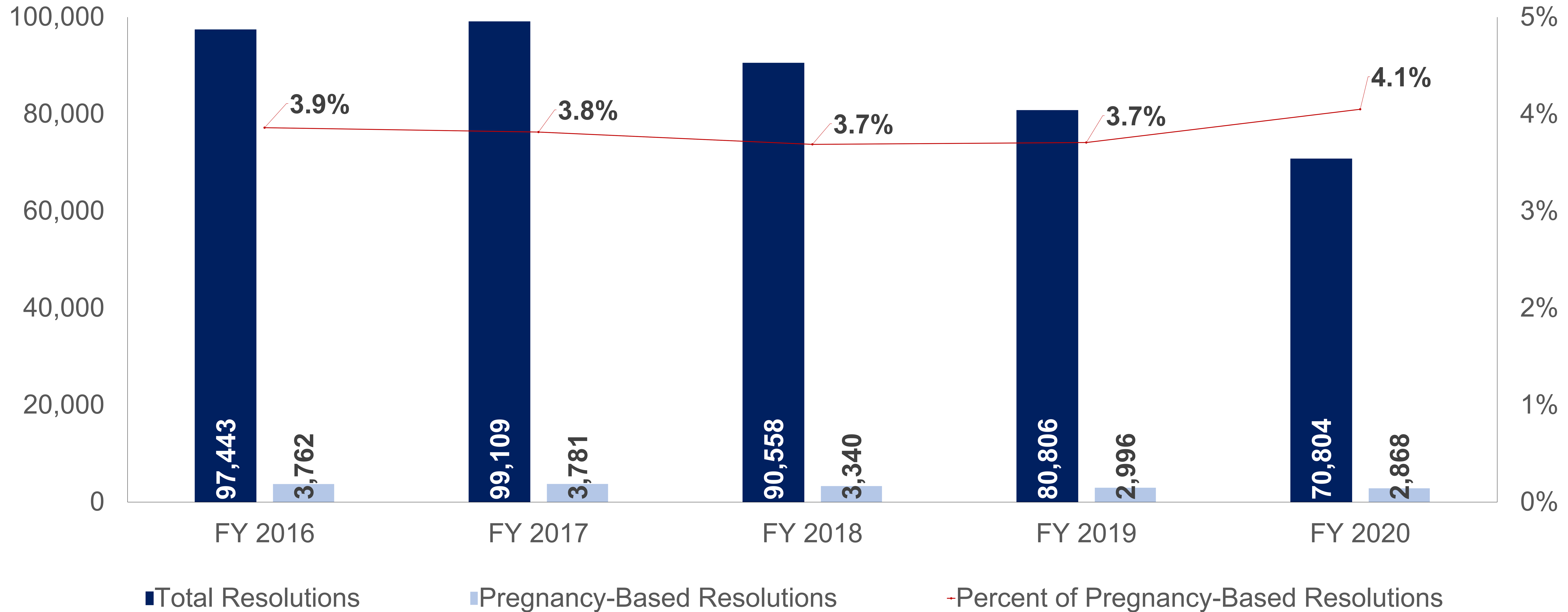
\*Charge data includes all charges filed by individuals in the private sector and state and local government workplaces; it does not include discrimination complaints in the federal sector.

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# U.S. Equal Employment Opportunity Commission – Pregnancy-Based Charge Data

## Total Resolutions Versus Pregnancy-Based Resolutions FY 2016 - FY 2020



FY 2016 – FY 2020:

- As a percentage of total resolutions, resolutions of charges that included pregnancy-based claims increased.
- Total resolutions decreased by 27.3%.
- Resolutions of charges that included pregnancy-based claims decreased by 23.8%.

\*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.

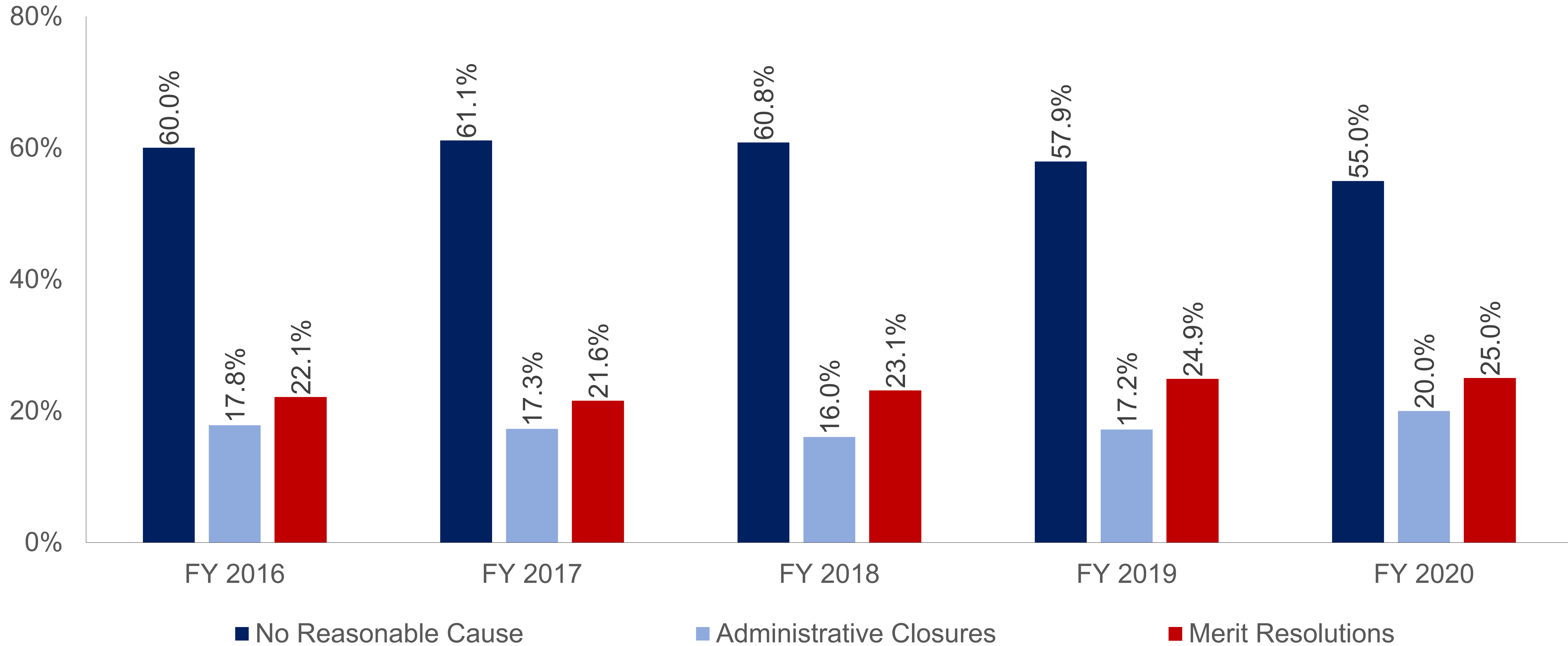
\*\*Resolutions - All charges closed in the administrative process, comprised of charges with no cause findings, administrative closures, and merit resolutions.

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



# U.S. Equal Employment Opportunity Commission – Pregnancy-Based Charge Data

## Resolutions - Pregnancy-Based 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.

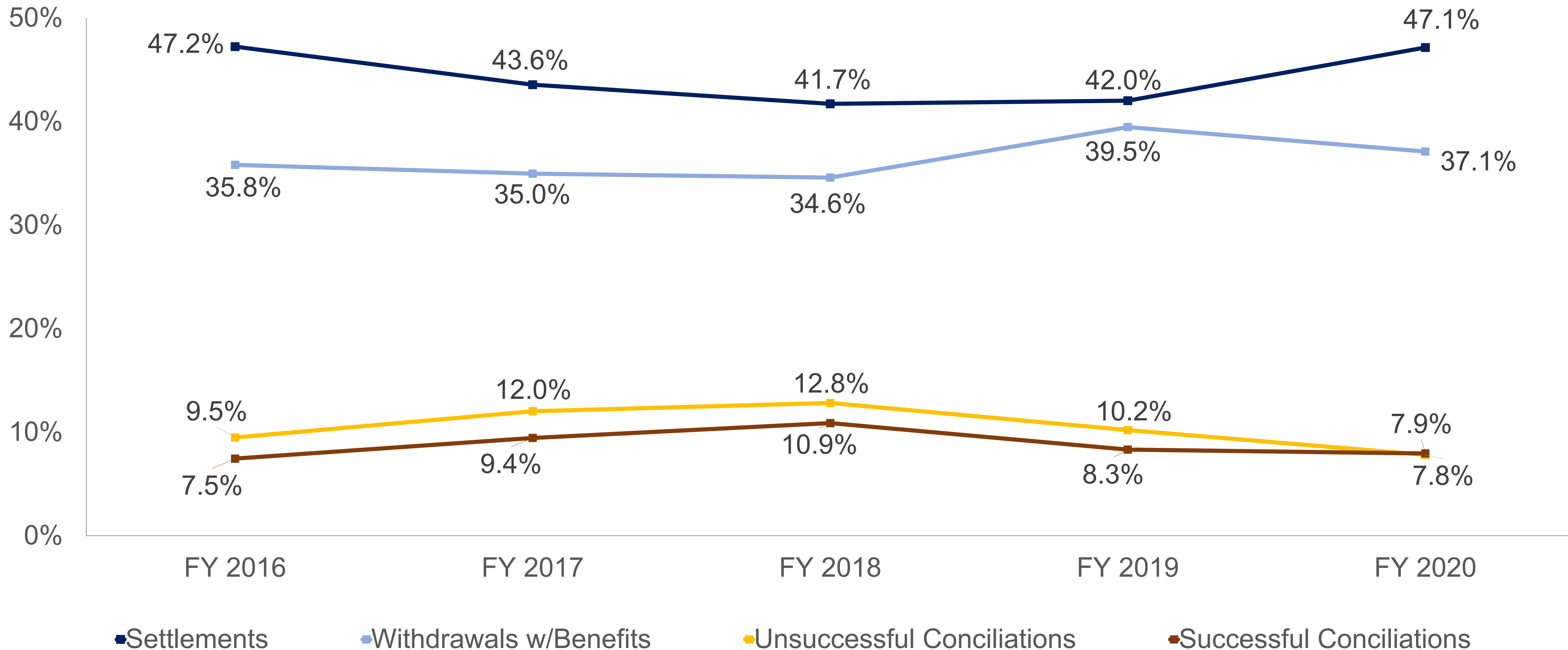
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# U.S. Equal Employment Opportunity Commission – Pregnancy-Based Charge Data

## Merit Resolutions - Pregnancy-Based 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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\*\*For all definitions of terms please go to: <https://www.eeoc.gov/enforcement/definitions-terms>.

