

# Administrative Charge Data

## Interactive Data Visualization Application

### User Guide

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## Introduction

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.

This document can be referenced to aid in the use of dashboards that are available for generating reports based on administrative discrimination charge data collected by EEOC. These dashboards are components of an interactive data query and reporting tool that gives users access to the most current, aggregated, and privacy protected discrimination charge data that is publicly available on the EEOC website.

## Authority & Role

The EEOC has the authority to investigate charges of discrimination against employers who are covered by the law.

## Interactive Charge Data Visualization Application Overview

### Features

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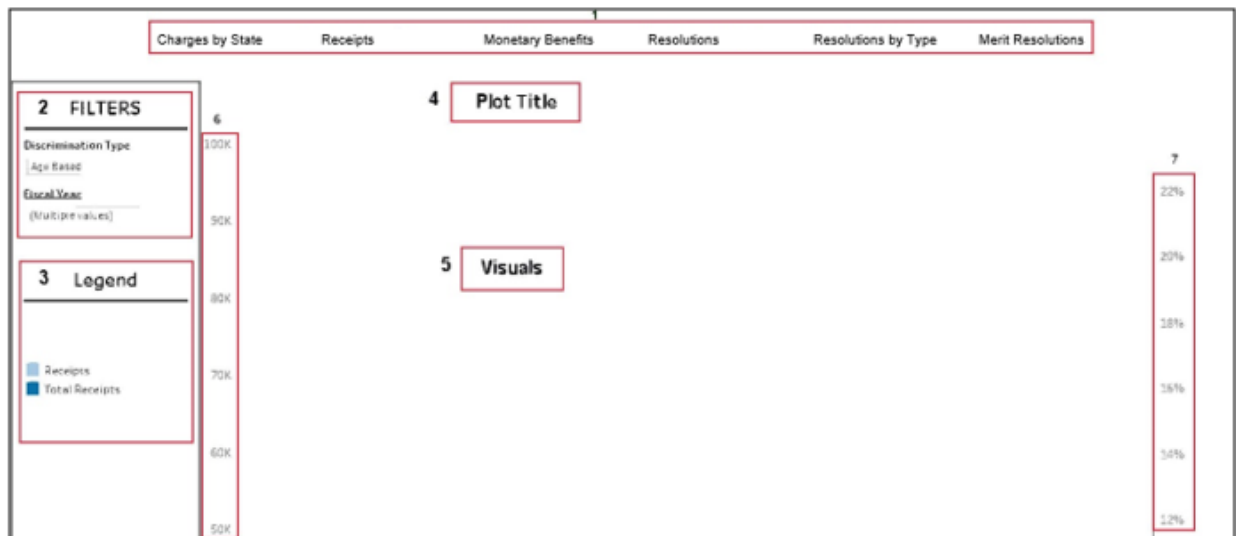
The Application has been developed using the Tableau software. Users can easily toggle to different dashboards using the tabs at the top. A user can change filter(s) for refreshing output on each report.

### User Interface

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The Application uses integrated dashboards for displaying data. As shown in Figure 1, dashboards are displayed as tabs along the top panel of the user interface and the filters are shown along the left panel of the screen.

**Figure 1.** General Screen Layout



Description of each segment of the screen along with recommended navigation strategy is described below:

- Select a dashboard from the top panel, section #1
- Select parameter(s) from filters in the left panel, section #2
- Plot Title shows report (dashboard) name and selected parameters, section #4
- Visuals section display output of results in graphical format, section #5
- Legend in the left panel shows data categories in visuals, section #3
- Vertical axes for plots, section #6 and #7

## Dashboards

The Following six dashboards are currently available in the interactive Charge Data Visualization Application:

- 1) Charges by State
- 2) Receipts
- 3) Monetary Benefits
- 4) Resolutions
- 5) Resolutions by Type
- 6) Merit Resolutions

The list of discrimination type for dashboards are listed below:

- Age Based
- Harassment Charges
- Color Based
- Disability Charges
- Equal Pay
- GINA Charges
- National Origin Based
- Pregnancy Based
- Race Based
- Religion Based
- Retaliation
- Sex Based
- Sexual Harassment
- Sexual Orientation (LGBTQ)
- Title VII Civil Rights Act
- Race Harassment

The current version of dashboards contain data from 2009 to 2021.

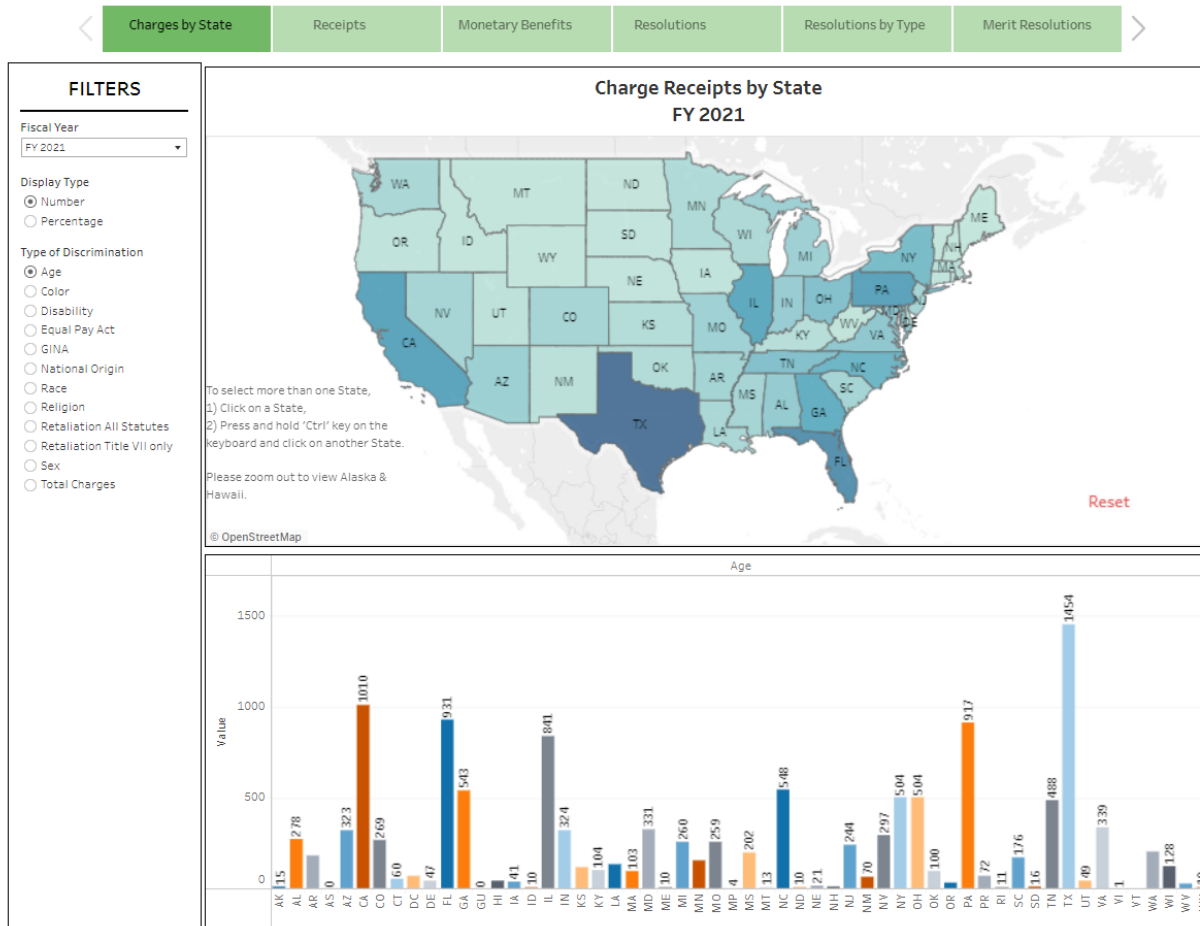
A brief description of each dashboard is provided below:

1) Charges by State:

This dashboard shows two types of visualization objects, map of United States along the top and bar charts along the bottom of the display panel. In addition to filters, chart responds to clicks on the map as well for displaying information. Control-Click allows users in selecting more than one state on the map.

The chart can show results as number of charges or as percentages depending on the parameter selected in the display type dropdown list. Figure 2 shows an example of this dashboard:

**Figure 2.** Screen Layout for the Charges by State Dashboard



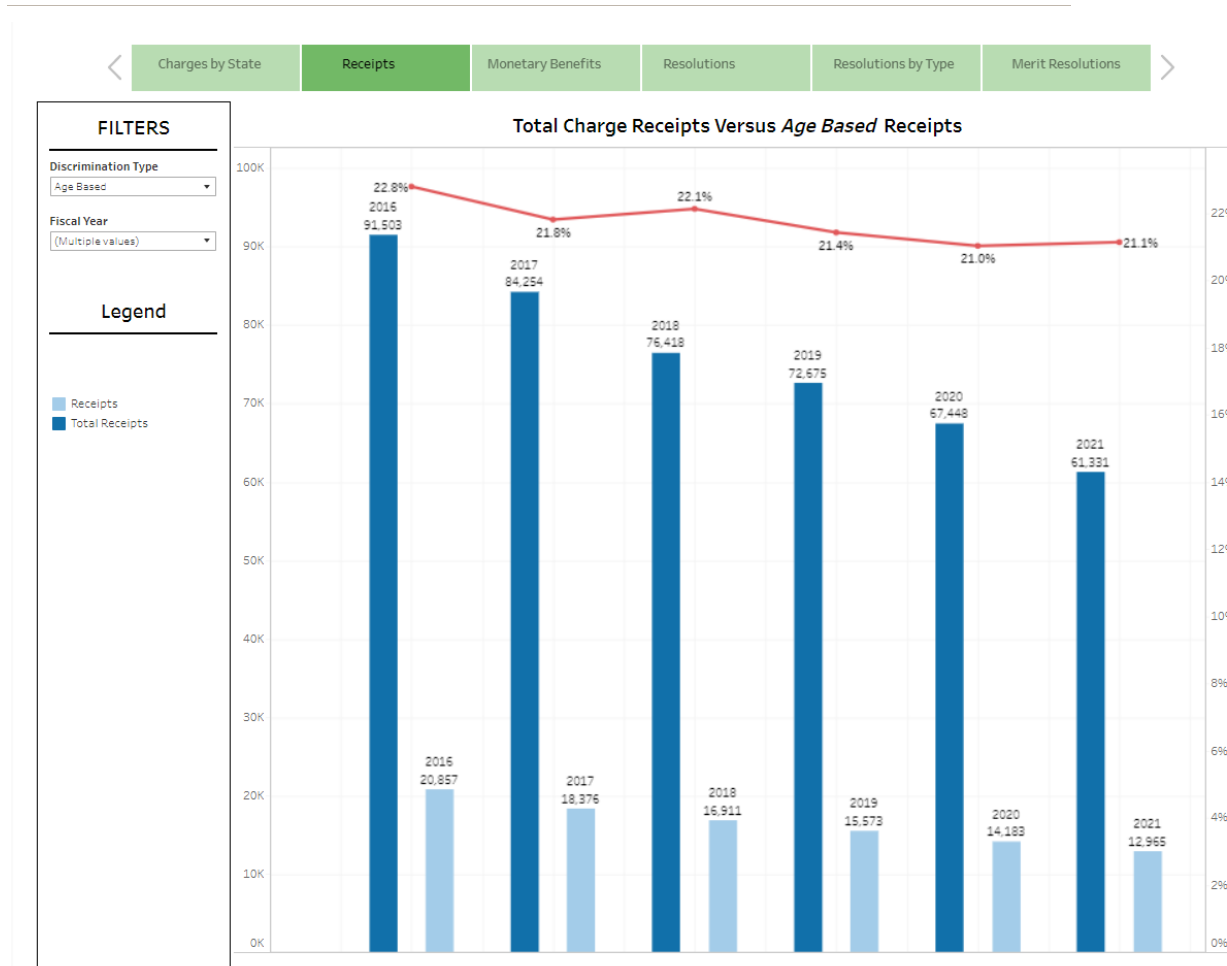
2) Receipts:

This dashboard displays two categories of data visualization:

- a) The bar chart shows count of charges for selected discrimination type and total receipts.
- b) The line chart shows percentage of charges for selected discrimination type.

Figure 3 shows the layout of this dashboard:

**Figure 3.** Screen Layout for the Receipts Dashboard



3) Monetary Benefits:

This dashboard displays two categories of data visualization:

- a) The bar chart shows dollar amounts of monetary benefits for selected discrimination type and total monetary benefits.
- b) The line chart shows percentage of monetary benefit for selected discrimination type.

Figure 4 shows an example of this dashboard:

**Figure 4.** Screen Layout for the Monetary Benefits Dashboard



4) Resolutions:

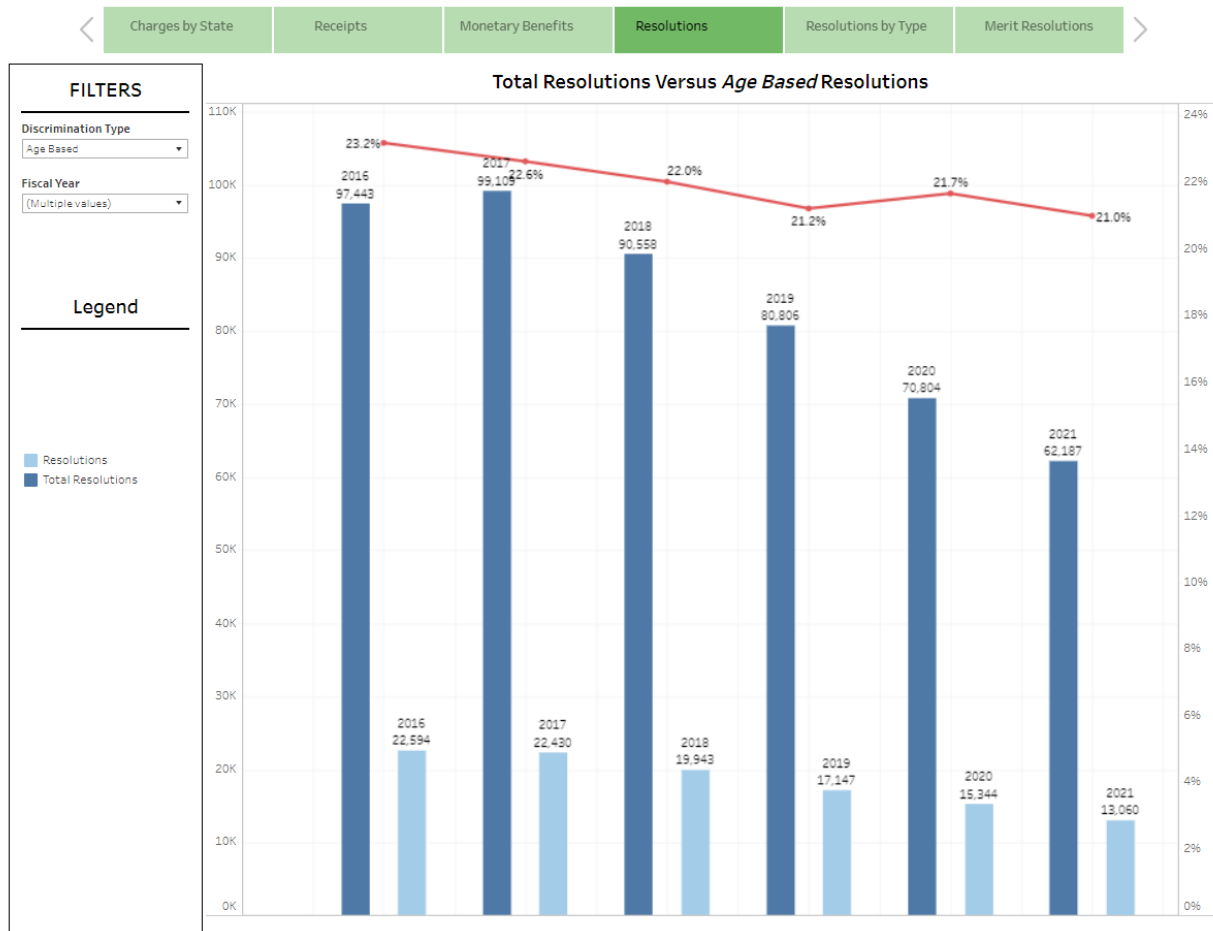
This dashboard displays two categories of data visualization:

- a) The bar chart shows number of resolutions for selected discrimination type and total resolutions.
- b) The line chart shows percentage of resolutions for selected discrimination type.

Figure 5 shows an example of this dashboard:



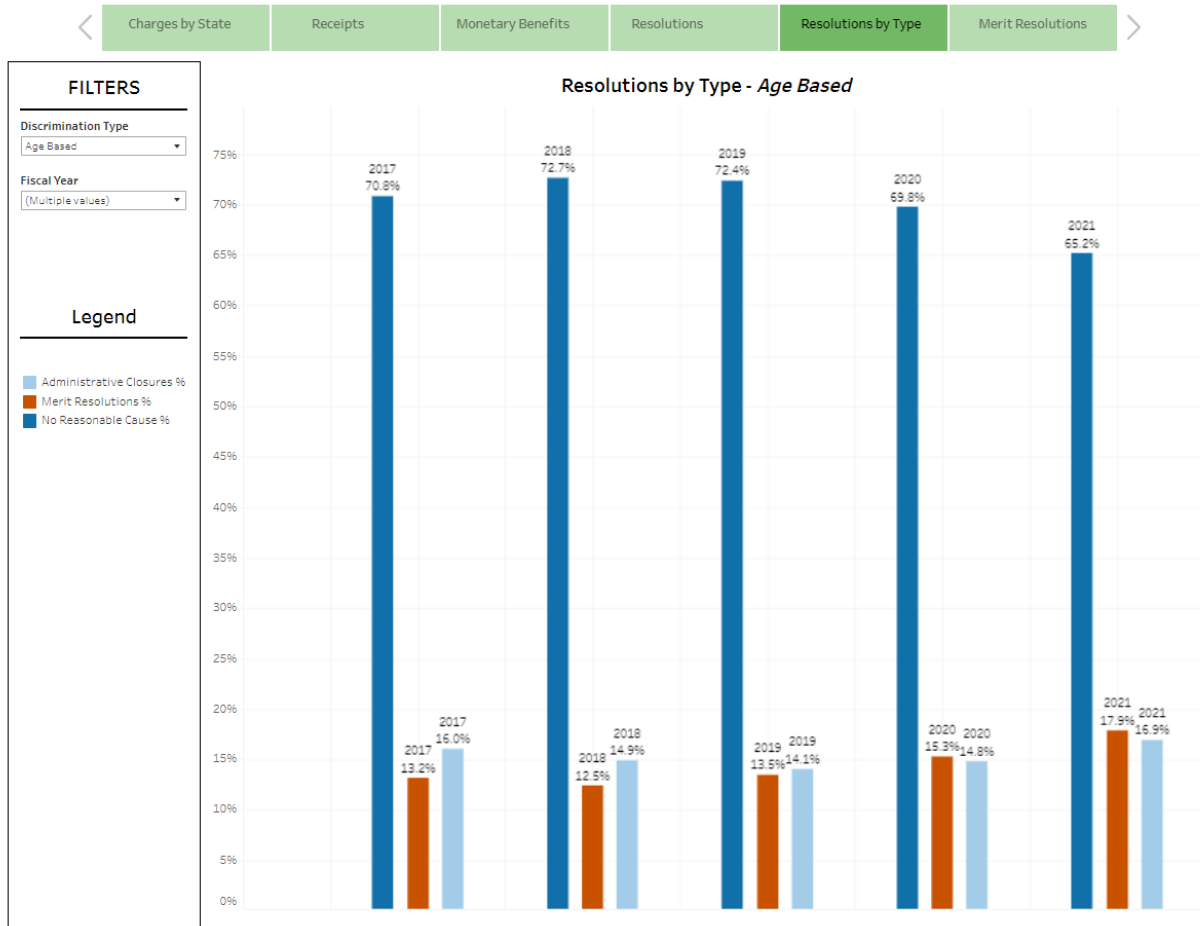
**Figure 5.** Screen Layout for the Resolutions Dashboard



5) Resolutions by Type:

This dashboard shows bar charts of three categories of data in percentage format as described in legends. Figure 6 shows an example of this dashboard:

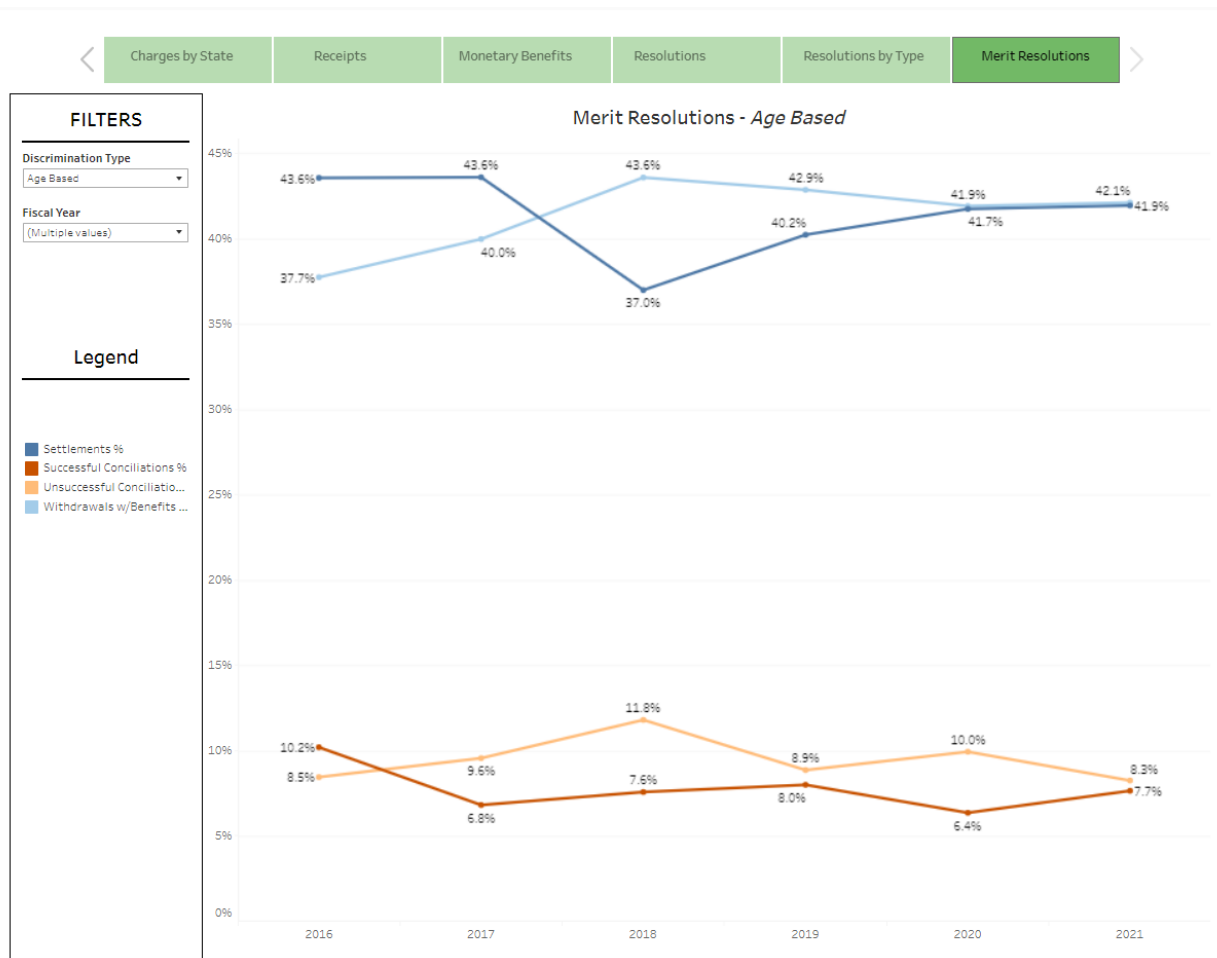
**Figure 6.** Screen Layout for the Resolutions by Type Dashboard



6) Merit Resolutions:

This dashboard shows line charts of four categories of data in percentage format as described in legends. Figure 7 shows an example of this dashboard:

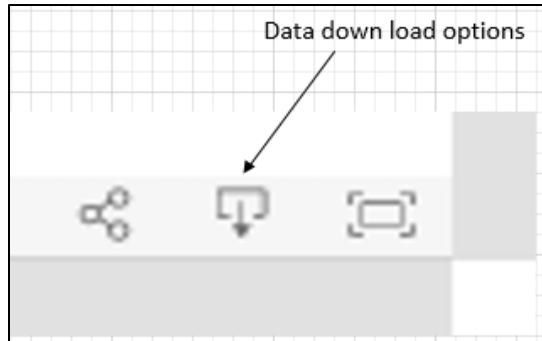
**Figure 7.** Screen Layout for the Merit Resolutions Dashboard



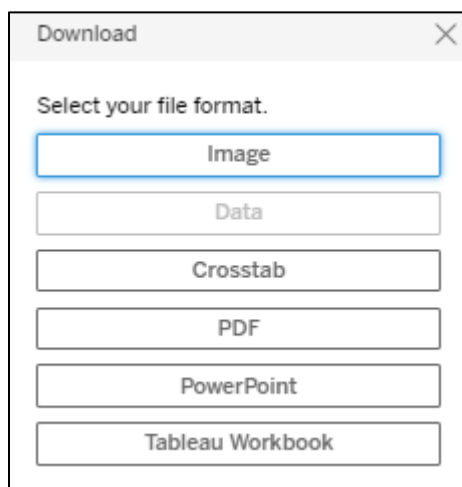
### Data Download options

Data and objects can be downloaded in several ways. The data window can be opened by clicking on the Control+Shift+Enter keys simultaneously when the focus is on the map or plot objects. This instruction is provided by a screen reader as well.

A button for download options is available along the bottom right corner of the screen as shown below. A keyboard user can use the Tab key to go to the Tableau logo on the bottom left corner of the screen, and then use the Right Arrow key to reach this download button:



When the download button is clicked or selected (and entered) by a keyboard, the following options are presented to the user:



## Accessibility

The Interactive Charge Data Visualization Application supports screen readers for blind and visually impaired individuals so that they can independently interact with the application. A free version of the NVDA screen reader software can be downloaded from the following site:

<https://www.nvaccess.org/download/>

For additional information on the NVDA software and system requirements, please visit:

<https://www.nvaccess.org/about-nvda/>

NVDA quick reference command keys information is available at:

<https://www.nvaccess.org/files/nvdaTracAttachments/455/keycommands%20with%20laptop%20keyboard%20layout.html>

A keyboard can be used for navigating through objects on the user interface as well.

## Comments and Feedback

This application has been developed as a prototype to modernize the data dissemination process. Additional features are expected to be added in the future to meet user needs. Please feel free to send your comments at: [OEDA@EEOC.GOV](mailto:OEDA@EEOC.GOV).