

# 2010 Statistics: Record High Employment Discrimination Claims

FACT SHEET

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[Statistics](#) released by the Equal Employment Opportunity Commission (EEOC)—the agency that enforces federal laws prohibiting employment discrimination—raise serious concerns about the persistence of on-the-job discrimination in the current economic climate. **Discrimination claims across the board have risen since FY2007, just before the start of the recession. The new statistics underscore the continued need for vigorous enforcement by federal and state agencies, renewed commitment by employers to comply with anti-discrimination laws, and stronger protections for workers.**

## Across-The-Board Increases Since the Start of the Recession

The EEOC received an unprecedented 100,000 discrimination charges in FY 2010, reflecting increases in all major categories of charge filings since the recession began.

- **Sex.** Charges of discrimination based on sex reached their highest level ever. The EEOC received 29,029 charges alleging sex discrimination in FY 2010, representing a 17 percent increase since FY 2007, before the recession began.
- **Pregnancy.** The EEOC received 6,119 pregnancy discrimination charges in FY 2010, up 10 percent from FY 2007 numbers. This increase is only the latest part of a long-term upward trend: the annual number of pregnancy discrimination charge filings has more than doubled since the EEOC began tracking this category in FY 1997.
- **Retaliation.** For the first time ever, charges alleging retaliation for claiming job discrimination represented the largest share (36.3 percent) of charges filed with the EEOC. The agency received 36,258 retaliation charges in FY 2010, a 36 percent increase since FY 2007.
- **Race.** Charges of discrimination based on race rose 18 percent between FY 2007 and FY 2010 to reach 35,890—their highest level in the EEOC's history.
- **Age.** Age discrimination charge filings soared by 22 percent over the course of the recession—from 19,103 in FY 2007 to 23,264 in FY 2010.
- **Disability.** Disability discrimination charges jumped by 17 percent from FY 2009 to FY 2010, the largest year-to-year increase in any category. The EEOC received 25,165 charges alleging disability discrimination in FY 2010, compared to 21,451 in FY 2009.

For more from the EEOC, visit [www.eeoc.gov/eeoc/statistics](http://www.eeoc.gov/eeoc/statistics).

*The National Partnership for Women & Families is a non-profit, non-partisan advocacy group that pushes for vigorous enforcement of employment discrimination laws and expanded job opportunities for women. We educate women about their legal rights, and inform the public about the severe costs of discrimination to families and our economy. More information is available at [www.nationalpartnership.org](http://www.nationalpartnership.org).*

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