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Employment & Labor Law FLASHPOINTS December 2017

Posted By *Doug Urbanski* On December 13, 2017 @ 10:36 am In Employment and Labor Law,FlashPoints Categories | [Comments Disabled](#)

Amanda Tiebert Collman, *Robbins Schwartz* ^[1], Chicago
312-332-7760 | [E-Mail Amanda Tiebert Collman](#) ^[2]

The EEOC Blasts Through Its Charge Backlog and Other News from the Agency

The Equal Employment Opportunity Commission (EEOC), which is the federal agency charged with enforcing federal laws prohibiting employment discrimination and retaliation, recently released its 2017 performance report detailing its accomplishments during its last fiscal year. The report can be found at [here](#) ^[3].

As an initial matter, the EEOC is trumpeting its progress in reducing its backlog of private sector discrimination charges, which it decreased by more than 16 percent in the past year. The EEOC's inventory of pending charges is now at the lowest level it has been in a decade. The EEOC accomplished this by using new strategies that (1) efficiently prioritize charges with merit and (2) quickly resolve investigations once the EEOC had sufficient information regarding the charge. The EEOC also implemented an internal protocol requiring reassessment of charges as soon as new evidence is provided, which allows staff to make the critical decision as to whether additional investigation may result in a cause finding. Additionally, the EEOC enhanced its efforts to provide pre-charge counseling to charging parties and predetermination interviews, which ensure that individuals make informed decisions about filing and pursuing charges of discrimination.

The EEOC more than doubled the number of lawsuits it filed from fiscal year 2016 and obtained \$484 million for victims of workplace discrimination and retaliation. The EEOC held 7,218 successful mediations and achieved a 96.5-percent satisfaction rate from participants. The EEOC continued its outreach programs, conducting more than 4,000 events and launching an initiative to reach communities of veterans to reduce barriers that prevent disabled veterans from participating in the workforce.

Finally, the online public portal that had been piloted in the Chicago office was launched nationwide in November 2017. The Digital Charge System will continue to be improved in 2018, to include the following:

more efficient email processes;

expanded categories of documents that may be uploaded electronically; and

updates to the respondent portal to allow identification of documents that contain personally identifiable information for inventory, restricted access, and data-at-rest encryption.

The EEOC will release its annual report on enforcement and litigation statistics in January 2018.

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[1] *Robbins Schwartz*: <http://www.rsnil.com>

[2] E-Mail Amanda Tiebert Collman: <mailto:acollman@robbins-schwartz.com>

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