

# HR Insights



**JP Griffin Group**  
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## Top 10 Workplace Discrimination Claims

In the 2020 fiscal year, the Equal Employment Opportunity Commission (EEOC) resolved more than 70,804 charges of workplace discrimination. Discrimination lawsuits can be very time-consuming and expensive for employers, and can result in a loss of employee morale or reputation within the community.

### Top Causes of Discrimination

According to the EEOC, the following are the top 10 reasons for workplace discrimination claims in fiscal year 2020:

- Retaliation—37,632 (55.8% of all charges filed)
- Disability—24,324 (36.1%)
- Race—22,064 (32.7%)
- Sex—21,398 (31.7%)
- Age—14,183 (21.0%)
- National Origin—6,377 (9.5%)
- Color—3,562 (5.3%)
- Religion—2,404 (3.6%)
- Equal Pay Act—980 (1.5%)
- Genetic Information—440 (0.7%)

These percentages add up to more than 100% because some lawsuits were filed alleging multiple reasons for discrimination.

### What Employers Should Do

Employers should take the following steps to protect themselves from retaliation and other discrimination claims:

- Audit their practices to uncover any problematic situations.

- Create a clear anti-retaliation policy that includes specific examples of what management can and cannot do when disciplining or terminating employees.
- Provide training to management and employees on anti-retaliation and other discrimination policies.
- Implement a user-friendly internal complaint procedure for employees.
- Uphold a standard of workplace civility, which can reduce retaliatory behaviors.

For more information on discrimination claims and for tips on how to protect your business, contact JP Griffin Group today.

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