

EEOC Enforcement Actions Cost Employers a Record \$365 Million

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Employers beware – liability for employment discrimination continues to rise to record levels. In 2012, the EEOC secured a historic monetary recovery of \$365 million through its private sector administrative enforcement efforts. Although the Equal Employment Opportunity Commission Performance and Accountability Report for the 2012 fiscal year shows the EEOC filing fewer lawsuits in 2012, the Report shows that the number of systemic discrimination investigations has increased four-fold. The EEOC has refocused its efforts “in recent years on the efficient and effective enforcement of the nation’s equal employment laws.” As a result, the pipeline of potentially high stakes cases is significant.