



February 8, 2012

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION FY 2011 REPORT

In a report issued by the United States Equal Employment Opportunity Commission (EEOC), the EEOC reports that they received nearly 100,000 charges of discrimination during the 2011 fiscal year, the most in its 46 year history. Charges of religious discrimination jumped by 9.5%, the largest increase of any category, and charges of ancestry or country origin discrimination rose 5%.

According to the former General Counsel of the EEOC, the increase in religion and national origin discrimination reflects the growing diversity of the nation's workforce in that more individuals are employed from an increasing number of other countries that bring additional religious complexities to the workforce.

Charges based on race, sex and retaliation also increased, but all three categories decreased as a percentage of charges filed. Claims of disability climbed 2% and charges of discrimination based on age rose 1%.

The GrayRobinson Employment and Labor Law team has seen a spike in charges filed against our clients, and this EEOC report serves as a reminder that all companies should have a sound Equal Employment Opportunity (EEO) policy in place, and conduct supervisory training on sexual harassment and EEO compliance on a regular basis. If you would like any of our [Employment and Labor](#) Law team members to review your EEO policies or conduct supervisory training on related employment law matters, please contact the attorney who advises you.

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