

EEOC Issues Annual Performance and General Counsel Reports for Fiscal Year 2024

On Jan. 17, 2025, the U.S. Equal Employment Opportunity Commission (EEOC) [announced](#) the release of its [Annual Performance Report](#) (APR) and [Office of General Counsel Report](#) (OGCR) for fiscal year (FY) 2024, which covers Oct. 1, 2023, through Sept. 30, 2024.

The APR provides information on the agency's performance and program results achieved, and the OGCR highlights the agency's litigation achievements in each case in FY 2024. The reports also provide updates on the agency's progress toward achieving the goals and objectives outlined in its [Strategic Plan for FYs 2022-2026](#) and [Strategic Enforcement Plan for FYs 2024-2028](#).

Increased Demand and Penalties

The reports reflect increases from FY 2023 in demand for services from the public and the amount of monetary awards the EEOC obtained for workers who experienced discrimination in FY 2024. This includes approximately:

- 88,000 new discrimination charges, an increase of more than 9%;
- 248,000 inquiries in field offices, an increase of more than 6%;
- 553,000 calls to the agency contact center, an increase of almost 6%;
- 90,000 emails received, an increase of almost 5%; and
- \$700 million recovered on behalf of victims of discrimination, an increase of 5%.

However, the EEOC ended FY 2024 with over 52,000 charges pending, an increase from the 51,100 charges pending at the close of FY 2023.

Decrease in Litigation, Increase in Resolved Cases

Per the OGCR, the EEOC filed 111 merits suits in FY 2024, a decrease from the 143 merits suits filed in FY 2023. However, in FY 2024, the EEOC resolved 132 merits lawsuits, an increase of more than 33% over FY 2023, and resolved 16 systemic cases, obtaining over \$23.9 million for victims of system discrimination, a \$12.2 million increase over FY 2023. The EEOC also obtained a favorable result in 97% of District Court resolutions and a 100% success rate in its systemic case resolutions.

First PWFA Cases Filed

The EEOC reports also highlight efforts to enforce the Pregnant Workers Fairness Act (PWFA), which went into effect on June 27, 2023, and requires employers to provide reasonable accommodations for an individual's pregnancy, childbirth or related medical conditions unless doing so imposes an undue hardship on the employer. In line with the agency's strategic enforcement plan priorities, the first five lawsuits filed under the PWFA were among the merits lawsuits filed in FY 2024.

Provided by Ollis/Akers/Arney Human Resources Consulting

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