



Equal Employment Opportunity Retaliation Claims

Retaliation claims now account for approximately 30% of all EEOC charges. Data from 2007 shows an 18% increase in the number of EEOC charges alleging retaliation. This represents the largest ever year-over-year increase. The Supreme Court continues to expand employee protection against retaliation.

For employers, who may take non justified adverse action against employees, the risk continues to escalate. Well defined policies, clear cut procedures, proper documentation, consistent treatment and training can help reduce potential liability.

Recommended Employer Action Items Include:

- 1) Train Managers / Supervisors on the role of the EEOC, definition of retaliation and how to avoid retaliatory treatment.
- 2) Review Disciplinary Policy, Disciplinary Procedure and recommended documentation standards including a review of documentation by a second party prior to taking action.
- 3) Audit recent Disciplinary Action for compliance, consistency and fairness.

For additional information, contact Dan Hahn at HR Group (773) 549-1701 or dhahn@hahnresourcegroup.com

Service Disclaimer:

The services and materials provided and prepared have taken into account current federal and state labor laws. However, federal, state and local labor laws vary and are subject to amendment and change. It is the responsibility of the user to ensure that all policies, procedures and human resources practices comply with all current laws that apply to employer's operations. The recommendations made during the development, production, and delivery of services and materials are not intended to be a substitute for legal advice nor to provide legal guidance.