

**Bases by Issue (Charges filed with EEOC) FY 2019**

	Race	Sex	National Origin	Religion	Color	Retaliation - All	ADEA	ADA	EPA	GINA	Totals
Dishcharge	12087	10399	3511	1280	1656	22750	8435	14592	237	106	75053
All Harassment	8908	12739	2978	1159	1443	13365	3740	5073	130	42	49577
Terms/Conditions	7207	6163	2265	680	11029	9743	3798	4898	258	49	46090
Harassment**	8682	7338	2886	1135	1403	11108	3740	5073	114	42	41521
Discipline	3723	2586	1016	323	519	6218	1937	2910	51	18	19301
Reasonable Accommodation	0	709	165	564	111	4431	0	11120	0	22	17122
Constructive Discharge	1954	2721	562	230	258	3564	990	1732	82	10	12103
Sexual Harassment***	534	7333	220	68	104	3418	0	0	39	3	11719
Wages	1839	1973	511	107	261	2051	924	740	970	8	9384
Promotion	2169	1509	526	127	301	1903	1378	686	75	6	8680
Assignment	1403	1086	460	123	221	2139	784	1109	50	9	7384
Hiring	1328	823	515	179	207	997	1716	1275	15	22	7077
Suspension	1271	834	299	112	173	1974	529	851	12	6	6061
Intimidation	885	1099	348	107	203	1759	369	507	23	5	5305
Demotion	674	687	186	55	88	1254	540	627	35	2	4148
Other	568	592	168	76	160	1169	333	545	13	26	3650
Benefits	323	307	98	35	57	496	224	330	55	3	1928
Layoff	245	260	76	20	40	409	389	282	8	3	1732
Training	398	237	105	27	60	329	213	181	5	0	1555
Exclusion	262	253	96	28	66	417	122	163	12	1	1420
Filing EEO Forms	187	142	75	23	43	561	0	0	7	0	1038
Benefits - Insurance	55	94	20	8	11	173	53	217	3	1	635
References Unfavorable	62	60	25	7	13	209	36	72	3	0	487
Job Classification	82	80	32	4	19	103	66	56	13	2	457
Reinstatement	55	44	5	4	7	118	40	155	2	2	432
Union Representation	84	61	29	12	10	98	45	64	1	1	405
Maternity	0	249	0	3	0	98	0	47	0	0	397
Breach of Confidentiality	0	3	0	0	0	88	0	234	0	0	325
Seniority	78	49	21	3	9	68	57	32	4	1	322
Qualifications	56	52	16	2	11	63	53	36	5	1	295
Prohibited Medical Inquiry/Exam	0	4	0	0	0	55	0	206	0	17	282
Retirement-Involuntary	21	13	2	2	4	60	111	69	0	0	282
Tenure	38	40	32	5	12	56	34	26	3	0	246
Benefits - Retirement/Pension	27	23	10	4	4	60	64	47	4	0	243
Other Language/Accent Issue	39	1	140	10	0	39	0	0	0	0	229
English Language Only Rule	11	0	130	1	0	64	0	0	0	0	206
Severance Pay Denied	18	35	7	3	4	42	33	19	6	0	167
Testing	24	18	7	2	2	32	24	43	0	1	153
Advertising	7	11	5	7	3	4	80	3	0	3	123
Segregated Facilities	43	11	11	3	11	27	0	3	0	0	109
Recall	14	14	4	1	1	24	17	15	0	0	90
Referral	12	8	3	1	2	29	10	10	0	0	75
Recordkeeping Violation	5	7	3	1	3	13	7	15	0	1	55
Waivers	3	5	2	1	0	11	19	7	2	2	52
Posting Notices	17	6	2	0	2	11	3	2	1	0	44
Early Retirement Incentive	0	2	1	0	0	7	25	8	0	0	43
Apprenticeship	6	9	1	2	1	5	3	5	0	0	32
Paternity	0	14	0	0	0	10	0	0	0	0	24
Segregated Locals	4	5	1	0	1	7	0	2	0	0	20