

Retaliation: Winning the Battle, Losing the War

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20 Years Ago ...

Employees filed 22,740 retaliation charges with the EEOC (all statutes)...

... and for 2023, employees filed 46,047, an increase of **51%**

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**BEFORE YOU EMBARK
ON A JOURNEY OF
REVENGE, DIG TWO
GRAVES.**

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Charges Filed With EEOC

2023

Retaliation Charges: 46,047 (56.8%)

2022

Retaliation Charges: 37,898 (51.6%)

2021

Retaliation Charges: 34,332 (56.0%)

2020

Retaliation Charges: 37,632 (55.8%)

2019

Retaliation Charges: 39,110 (53.8%)

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Prevalence of Retaliation Claims



Bigger recoveries



Resonate with juries



Can be linked to other claims (especially harassment)

Elements of Retaliation Claims



Protected Activity



Knowledge



Adverse Action



Causal Connection

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