



## U.S. Equal Employment Opportunity Commission

## FY 2009 - 2022 EEOC Charge Receipts for AL

The number for total charges reflects the number of individual charge filings. Because individuals often file charges claiming multiple types of discrimination, the number of total charges for any given fiscal year will be less than the total of the ten types of discrimination listed.

|   | FY 2009 | FY 2010 | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 | FY 2021 | FY 2022 |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| TOTAL CHARGES*                          | 3345    | 3493    | 3154    | 3246    | 3105    | 2879    | 2802    | 3371    | 2522    | 2488    | 2108    | 1539    | 1659    | 1677    |
| % of US total charges*                  | 3.6%    | 3.5%    | 3.2%    | 3.3%    | 3.3%    | 3.2%    | 3.2%    | 3.7%    | 3.0%    | 3.3%    | 2.9%    | 2.3%    | 2.5%    | 2.3%    |
| Race                                    | 1745    | 1831    | 1626    | 1611    | 1520    | 1466    | 1389    | 1865    | 1171    | 1187    | 950     | 693     | 768     | 708     |
| % of US race charges                    | 5.2%    | 5.1%    | 4.6%    | 4.8%    | 4.6%    | 4.7%    | 4.5%    | 5.8%    | 4.1%    | 4.8%    | 4.0%    | 3.1%    | 3.5%    | 3.4%    |
| % of total state charges                | 52.2%   | 52.4%   | 51.6%   | 49.6%   | 49.0%   | 50.9%   | 49.6%   | 55.3%   | 46.4%   | 47.7%   | 45.1%   | 45.0%   | 46.3%   | 42.2%   |
| Sex                                     | 1004    | 1006    | 934     | 1086    | 976     | 902     | 864     | 934     | 888     | 838     | 734     | 493     | 550     | 517     |
| % of US sex charges                     | 3.6%    | 3.5%    | 3.3%    | 3.6%    | 3.5%    | 3.5%    | 3.3%    | 3.5%    | 3.5%    | 3.4%    | 3.1%    | 2.3%    | 2.6%    | 2.6%    |
| % of total state charges                | 30.0%   | 28.8%   | 29.6%   | 33.5%   | 31.4%   | 31.3%   | 30.8%   | 27.7%   | 35.2%   | 33.7%   | 34.8%   | 32.0%   | 33.2%   | 30.8%   |
| National Origin                         | 87      | 155     | 85      | 127     | 207     | 165     | 115     | 109     | 68      | 64      | 60      | 38      | 50      | 55      |
| % of US National Origin charges         | 0.8%    | 1.4%    | 0.7%    | 1.2%    | 1.9%    | 1.7%    | 1.2%    | 1.1%    | 0.8%    | 0.9%    | 0.9%    | 0.6%    | 0.8%    | 1.0%    |
| % of total state charges                | 2.6%    | 4.4%    | 2.7%    | 3.9%    | 6.7%    | 5.7%    | 4.0%    | 3.2%    | 2.7%    | 2.6%    | 2.8%    | 2.5%    | 3.0%    | 3.3%    |
| Religion*                               | 63      | 90      | 66      | 83      | 162     | 140     | 60      | 75      | 66      | 58      | 44      | 33      | 28      | 145     |
| % of US Religion charges*               | 1.9%    | 2.4%    | 1.6%    | 2.2%    | 4.4%    | 3.9%    | 1.7%    | 2.0%    | 1.9%    | 2.0%    | 1.6%    | 1.4%    | 1.2%    | 1.0%    |
| % of total state charges*               | 1.9%    | 2.6%    | 2.1%    | 2.6%    | 5.2%    | 4.9%    | 2.1%    | 2.2%    | 2.6%    | 2.3%    | 2.1%    | 2.1%    | 1.7%    | 8.6%    |
| Color                                   | 34      | 59      | 49      | 64      | 122     | 135     | 88      | 87      | 60      | 99      | 74      | 47      | 55      | 69      |
| % of US Color charges                   | 1.2%    | 2.1%    | 1.7%    | 2.4%    | 3.9%    | 4.9%    | 3.2%    | 2.8%    | 1.9%    | 3.1%    | 2.2%    | 1.3%    | 1.5%    | 1.7%    |
| % of total state charges                | 1.0%    | 1.7%    | 1.6%    | 2.0%    | 3.9%    | 4.7%    | 3.1%    | 2.6%    | 2.4%    | 4.0%    | 3.5%    | 3.1%    | 3.3%    | 4.1%    |
| Retaliation (All)                       | 1081    | 1216    | 1050    | 1199    | 1224    | 1220    | 1137    | 1211    | 1107    | 1208    | 995     | 774     | 808     | 709     |
| % of US Retaliation (All) charges       | 3.2%    | 3.4%    | 2.8%    | 3.2%    | 3.2%    | 3.2%    | 3.0%    | 2.9%    | 3.1%    | 3.1%    | 2.5%    | 2.1%    | 2.1%    | 1.9%    |
| % of total state charges                | 32.3%   | 34.8%   | 33.3%   | 36.9%   | 39.4%   | 42.4%   | 40.6%   | 35.9%   | 43.9%   | 48.6%   | 47.2%   | 50.3%   | 48.7%   | 42.3%   |
| Retaliation (Title VII)                 | 1006    | 1129    | 959     | 1111    | 1132    | 1101    | 1010    | 1079    | 989     | 1085    | 882     | 654     | 681     | 571     |
| % of US Retaliation (Title VII) charges | 3.5%    | 3.6%    | 3.1%    | 3.6%    | 3.6%    | 3.6%    | 3.3%    | 3.3%    | 3.1%    | 3.6%    | 2.9%    | 2.3%    | 2.4%    | 2.0%    |

|                            | FY<br>2009 | FY<br>2010 | FY<br>2011 | FY<br>2012 | FY<br>2013 | FY<br>2014 | FY<br>2015 | FY<br>2016 | FY<br>2017 | FY<br>2018 | FY<br>2019 | FY<br>2020 | FY<br>2021 | FY<br>2022 |
|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| % of total state charges   | 30.1%      | 32.3%      | 30.4%      | 34.2%      | 36.5%      | 38.2%      | 36.0%      | 32.0%      | 39.2%      | 43.6%      | 41.8%      | 42.5%      | 41.0%      | 34.0%      |
| Age                        | 658        | 643        | 579        | 619        | 579        | 563        | 518        | 503        | 414        | 591        | 370        | 270        | 278        | 244        |
| % of US Age charges        | 2.9%       | 2.8%       | 2.5%       | 2.7%       | 2.7%       | 2.7%       | 2.5%       | 2.4%       | 2.3%       | 3.5%       | 2.4%       | 1.9%       | 2.0%       | 2.1%       |
| % of total state charges   | 19.7%      | 18.4%      | 18.4%      | 19.6%      | 18.6%      | 19.6%      | 18.5%      | 14.9%      | 16.4%      | 23.8%      | 17.6%      | 17.5%      | 16.8%      | 14.5%      |
| Disability                 | 588        | 686        | 638        | 677        | 683        | 680        | 635        | 647        | 624        | 611        | 490        | 403        | 422        | 445        |
| % of US Disability charges | 2.7%       | 2.7%       | 2.5%       | 2.6%       | 2.6%       | 2.7%       | 2.5%       | 2.3%       | 2.3%       | 2.5%       | 2.0%       | 1.7%       | 1.7%       | 1.8%       |
| % of total state charges   | 17.6%      | 19.6%      | 20.2%      | 20.9%      | 22.0%      | 23.6%      | 22.7%      | 19.2%      | 24.7%      | 24.6%      | 23.2%      | 26.2%      | 25.4%      | 26.5%      |
| Equal Pay Act              | 55         | 42         | 45         | 57         | 108        | 112        | 35         | 17         | 32         | 30         | 31         | 26         | 21         | 19         |
| % of US EPA charges        | 5.8%       | 4.0%       | 4.9%       | 5.3%       | 10.6%      | 11.9%      | 3.7%       | 1.6%       | 3.2%       | 2.8%       | 2.8%       | 2.7%       | 2.1%       | 2.0%       |
| % of total state charges   | 1.6%       | 1.2%       | 1.4%       | 1.8%       | 3.5%       | 3.9%       | 1.2%       | 0.5%       | 1.3%       | 1.2%       | 1.5%       | 1.7%       | 1.3%       | 1.1%       |
| GINA**                     | 0          | 12         | 9          | 17         | 61         | 68         | 10         | 7          | 3          | 41         | 5          | 1          | 5          | 7          |
| % of US GINA charges       | 0.0%       | 6.0%       | 3.7%       | 6.1%       | 18.3%      | 20.4%      | 3.0%       | 2.9%       | 1.5%       | 18.6%      | 2.4%       | 0.2%       | 1.1%       | 1.6%       |
| % of total state charges   | 0.0%       | 0.3%       | 0.3%       | 0.5%       | 2.0%       | 2.4%       | 0.4%       | 0.2%       | 0.1%       | 1.6%       | 0.2%       | 0.1%       | 0.3%       | 0.4%       |

\*Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits genetic information discrimination in employment, took effect on November 21, 2009.

‡Text for the footnotes added.