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Changing Economic Climate: Increased Harassment and Discrimination Charges

January 19, 2011, Grand Rapids, Mich. – The Employers' Association (TEA) has seen an upswing in harassment and discrimination related training since fall of 2009. This goes hand in hand with the recent statistics from, the US Equal Employment Opportunity Commission (EEOC). The preliminary charge filing statistics have been released for the 2010 Fiscal Year, showing that the EEOC had received the highest number of discrimination charges in its 45-year history. "Increased training and consulting opportunities have given us clearer insight into how the economy has impacted and affected employee relations issues in the region," states TEA's Director of Organizational Development, Ellen Levey.

The total number of charges filed with the EEOC in 2010 was 99,022, the largest number of annual charges received in the Commission's 45-year history. To add some perspective the previous high in terms of annual charges was in 2008, followed closely by 2009. Race discrimination and retaliation charges were the two top categories. This mirrors what has been occurring in the region.

For more information about TEA's training and consulting services on preventing harassment and discrimination, contact our Educational Services department at 616.698.1167, training@teagr.org, or visit our website at www.teagr.org.

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The Employers' Association is dedicated to providing practical Human Resource Solutions to West Michigan employers that promote operational excellence and sustainability. For other services available through The Employers' Association visit our website at www.teagr.org.