

## **#MeToo and the Surge in EEOC Charges**

In October 2018, the EEOC unveiled its preliminary data on sexual harassment for its 2018 fiscal year showing how the growth of the #Me Too movement has attributed to a spike in charges with the agency. The agency's fiscal year ran from October 2017 (which, coincidentally, is the same month the Harvey Weinstein scandal came to a head) through September 30, 2018. Further, the EEOC recovered \$56.6 million for sexual harassment victims in 2018, almost \$25 million more than it recovered in FY 2017. According to the agency's data, workers alleging they were victims of sexual harassment increased 13.6% from the prior year. This 13.6% increase represents the first time within this decade that there has been an increase in sexual harassment charges received by the EEOC. Former EEOC Commissioner Chai Feldblum noted that the agency is fully on board with playing a part in this "transformative moment in our history." The agency has taken several steps over the last year to fight all forms of workplace harassment, including conducting more than 1,000 outreach events, developing the "respectful workplaces" training seminars, and creating an internal "harassment prevention action team" to coordinate the EEOC's anti-harassment efforts. These measures, and others, are in an effort to spread the word throughout the country about what the EEOC does and the resources it has to offer.