Administrative Charge Data

Interactive Data Visualization Application

User Guide

EEOC

Office of Enterprise Data and Analytics

July 2023

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Introduction

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.

This document can be referenced to aid in the use of dashboards that are available for generating reports based on administrative discrimination charge data collected by EEOC. These dashboards are components of an interactive data query and reporting tool that gives users access to the most current, aggregated, and privacy protected discrimination charge data that is publicly available on the EEOC website.

Authority & Role

The EEOC has the authority to investigate charges of discrimination against employers who are covered by the law.

Interactive Charge Data Visualization Application Overview
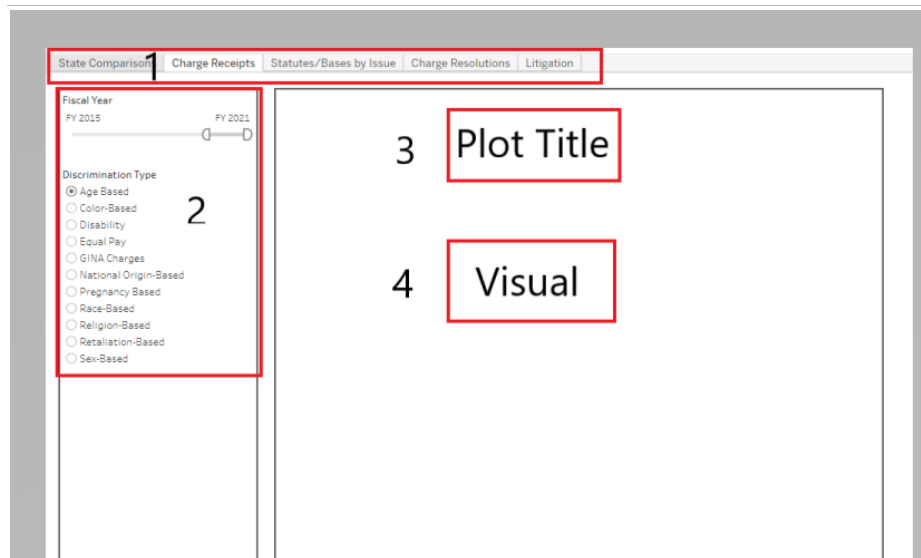
Features

The Application has been developed using the Tableau software. Users can easily toggle to different dashboards using the tabs at the top. A user can change filter(s) for refreshing output on each report.

User Interface

The Application uses integrated dashboards for displaying data. As shown in Figure 1, dashboards are displayed as tabs along the top panel of the user interface and the filters are shown along the left panel of the screen.

Figure 1.   General Screen Layout

Description of each segment of the screen along with recommended navigation strategy is described below:

1) Select a dashboard from the top panel
2) Select parameter(s) from filters in the left panel
3) Plot Title shows report (dashboard) name and selected parameters
4) Visuals section display output of results in graphical format

Dashboards

The following five dashboards are currently available in the interactive Charge Data Visualization Application:

1) State Comparisons
2) Charge Receipts
3) Statutes/Bases by Issue
4) Charge Resolutions
5) Litigation

The list of discrimination type for dashboards are listed below:

- Age Based
- Harassment Charges
- Color Based
- Disability Charges
- Equal Pay
- GINA Charges
- National Origin Based
- Pregnancy Based
- Race Based
- Religion Based
- Retaliation
- Sex Based
- Sexual Harassment
- Sexual Orientation (LGBTQ)
- Title VII Civil Rights Act
- Race Harassment

The current version of dashboards contain data from 2009 to 2021.

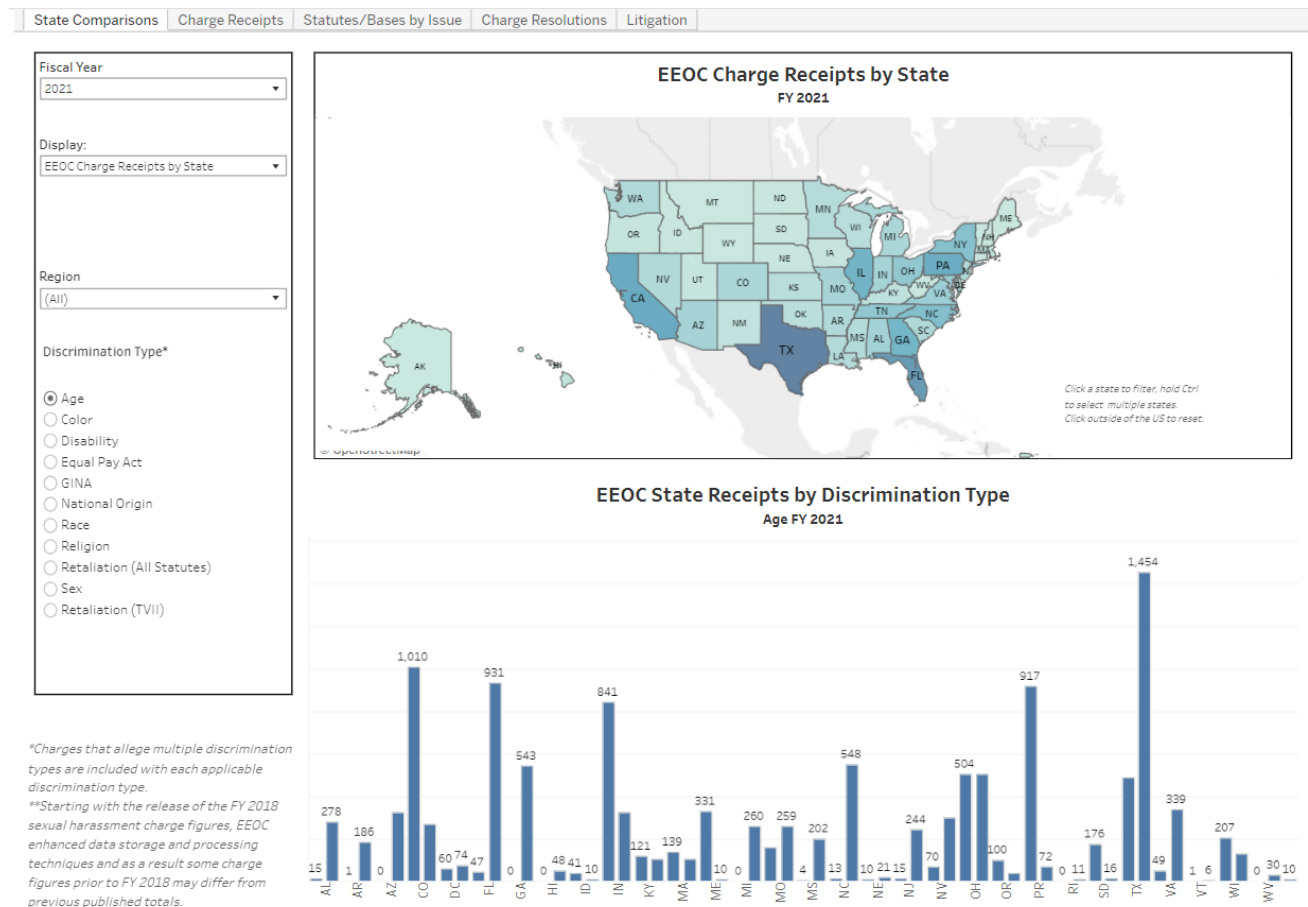A brief description of each dashboard is provided below:

1) <u>State Comparisons:</u>

This dashboard shows two types of visualization objects: a map of the United States along the top and a bar chart along the bottom. In addition to filters, the bar chart responds to selections on the map for filtering by state. Control-Click allows users to select more than one state on the map.

Users can select results to display for EEOC Charge Receipts, EEOC Sexual Harassment Charges, or EEOC & FEPA Sexual Harassment Charges. This choice will automatically update the filter selection for Discrimination Type (charges) or Sex (sexual harassment).

Figure 2 shows an example of this dashboard:

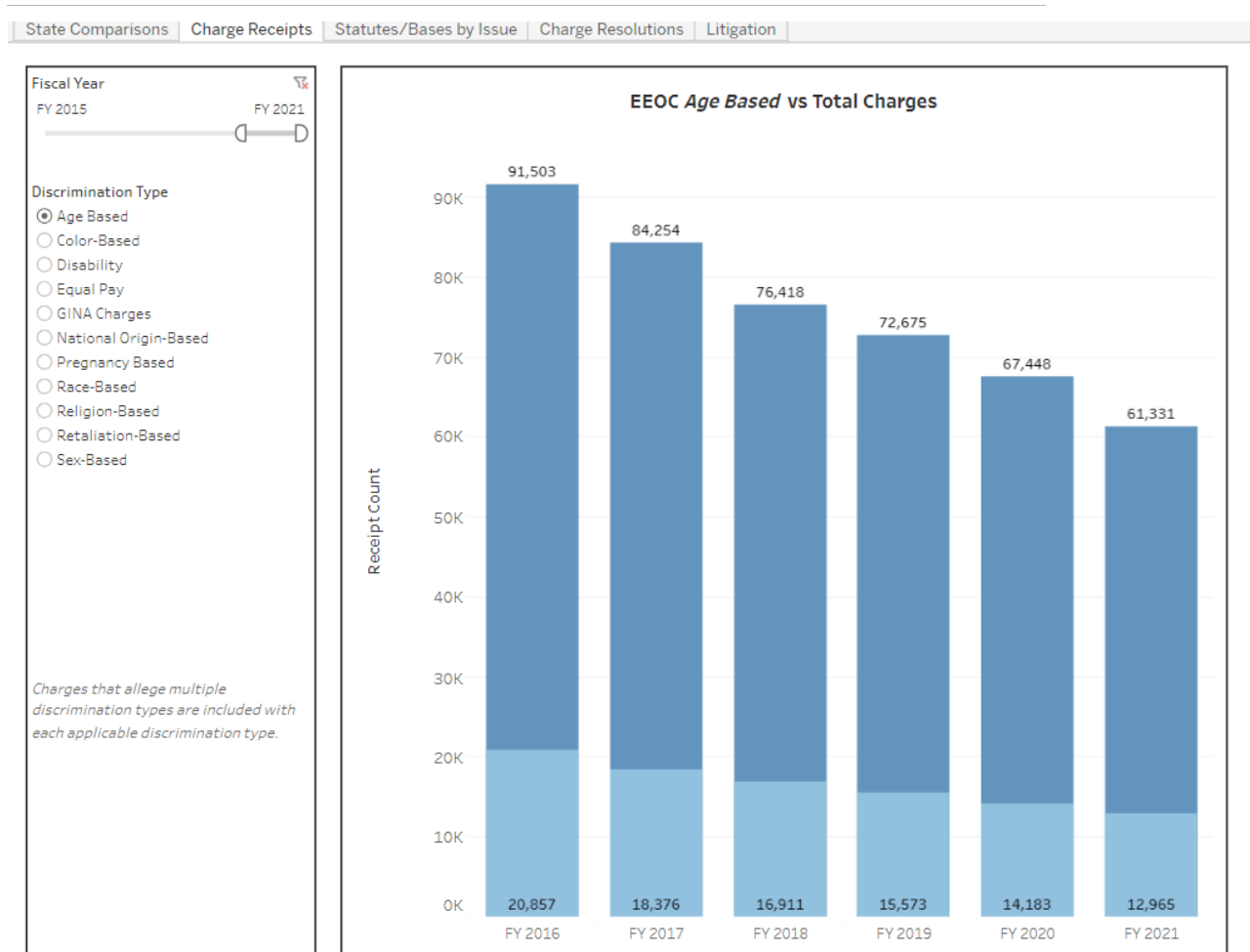**Figure 2.**   Screen Layout for the State Comparisons Dashboard

2) Charge Receipts:

This dashboard displays a stacked bar chart that compares receipt count for the selected Discrimination Type against the total number of receipts for a given year. The tool-tip displays the percentage calculation.

Figure 3 shows the layout of this dashboard:

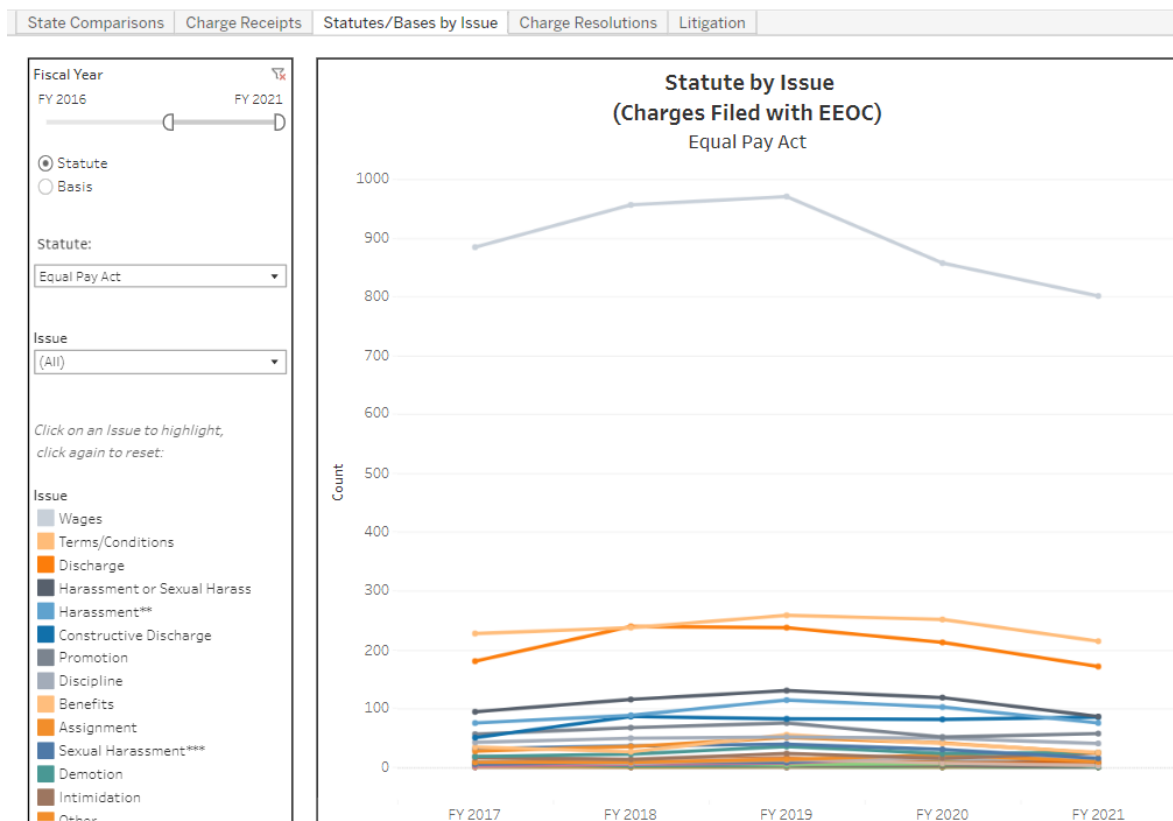**Figure 3.**   Screen Layout for the Charge Receipts Dashboard

3) Statutes/Bases by Issue:

This dashboard displays a line chart to compare either Statutes or Bases by Issue. The user selects either Statute or Basis from the parameter selection. The Statute/Basis filter will automatically update based on the selection. Issues are displayed with a multi-select filter. An individual issue can be highlighted by selecting it in the legend.

Figure 4 shows an example of this dashboard:

Figure 4. Screen Layout for Statutes/Bases by Issue Dashboard

*Harassment or Sexual Harassment: Includes charges where harassment and/or sexual harassment are alleged.
**Harassment: Does not include sexual harassment charges unless both harassment and sexual harassment are alleged concurrently, meaning alleged in a single charge.
***Sexual Harassment: Does not include harassment charges unless both harassment and sexual harassment are alleged concurrently, meaning alleged in a single charge.
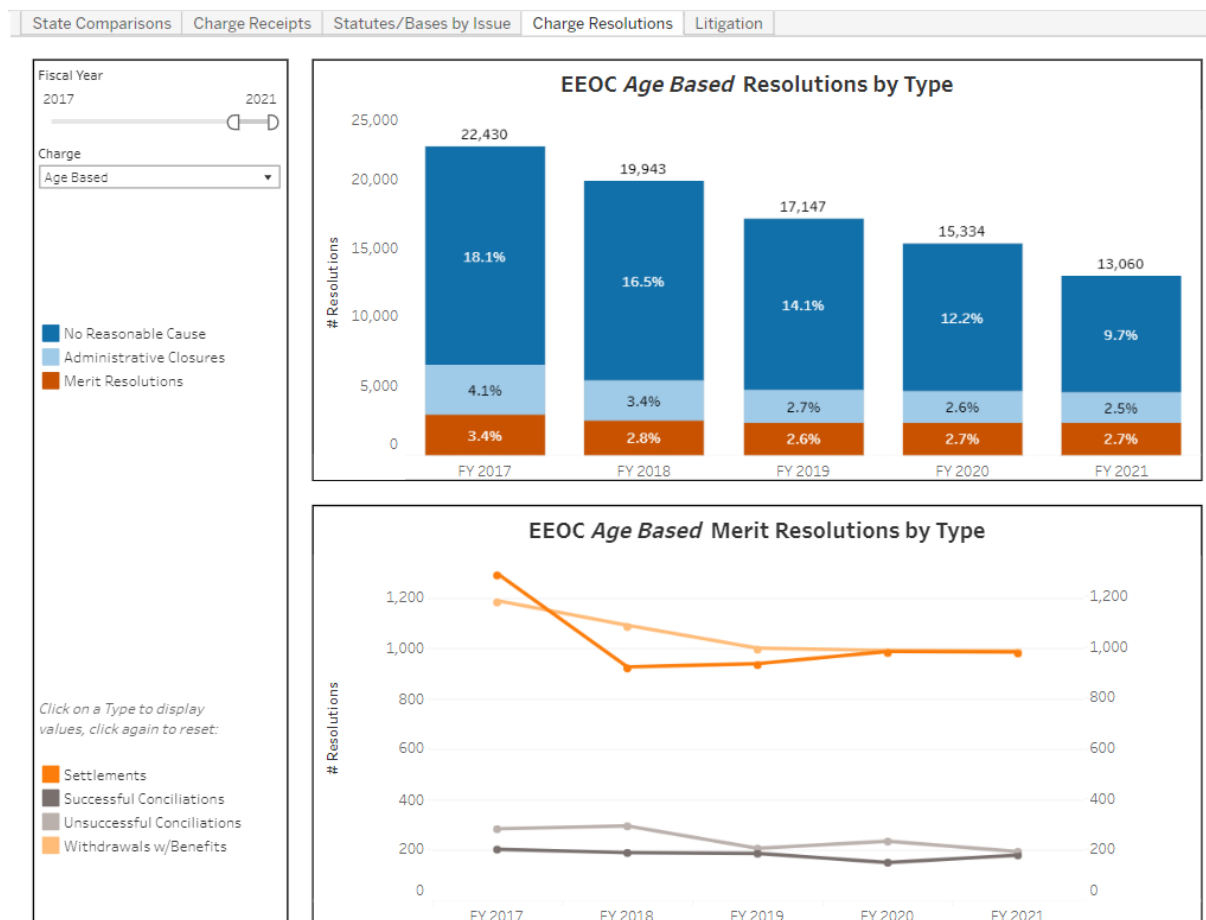
4) Charge Resolutions:

This dashboard displays two categories of data visualization:

a) The stacked bar chart shows number of resolutions for selected discrimination type broken out by the type of resolution.

b) The line chart shows the number of merit resolutions for selected discrimination type by type of merit resolution.

Figure 5 shows an example of this dashboard:

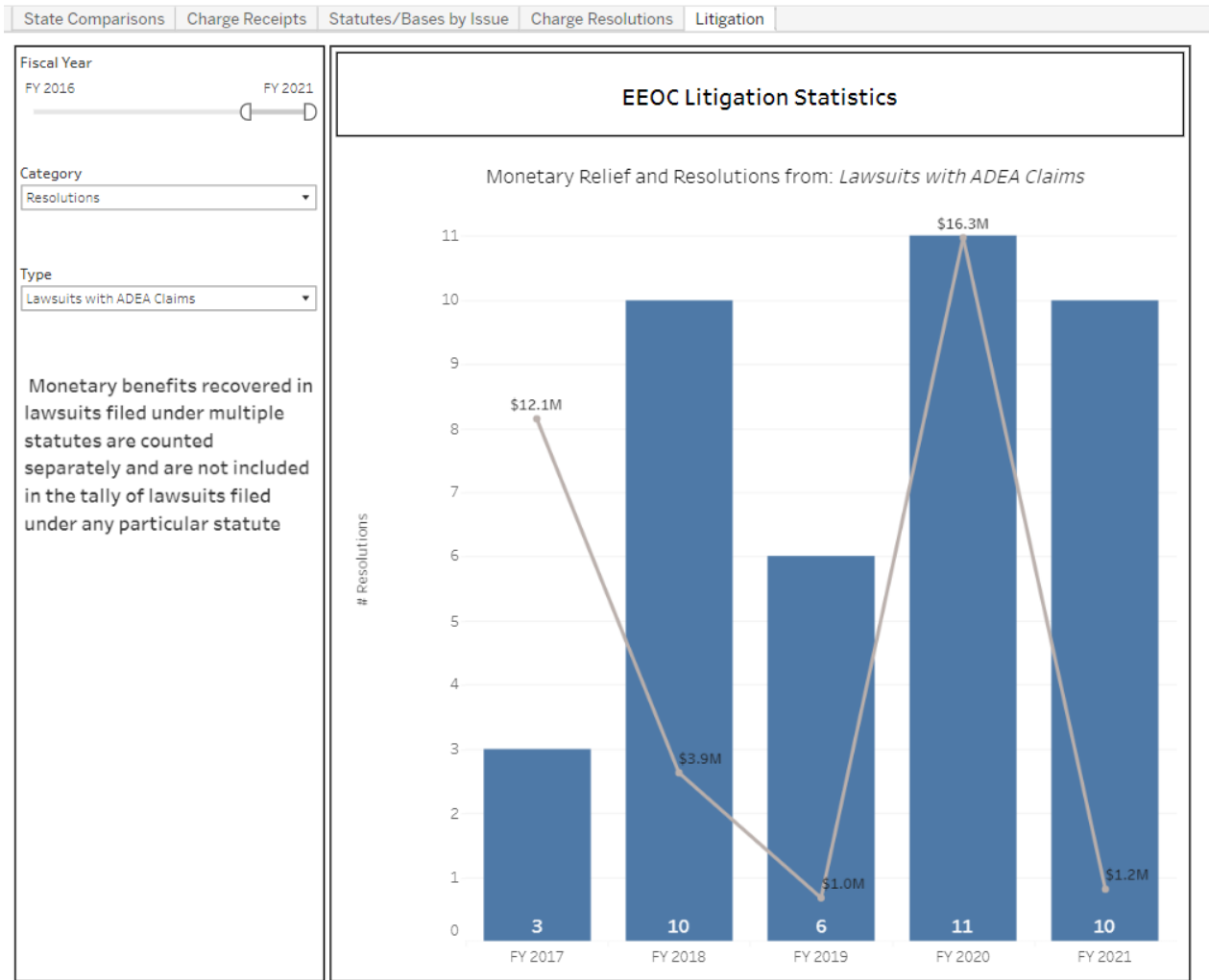**Figure 5.**   Screen Layout for the Charge Resolutions Dashboard

5) Litigation:

This dashboard shows a bar chart of the count of filings or resolutions for the selected type of lawsuit. For certain types of resolutions, the monetary relief will be displayed as a line chart.

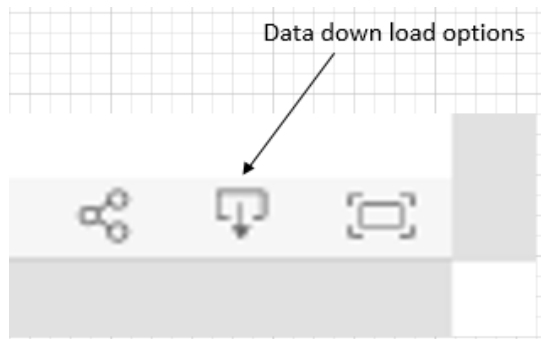Figure 6 shows an example of this dashboard:

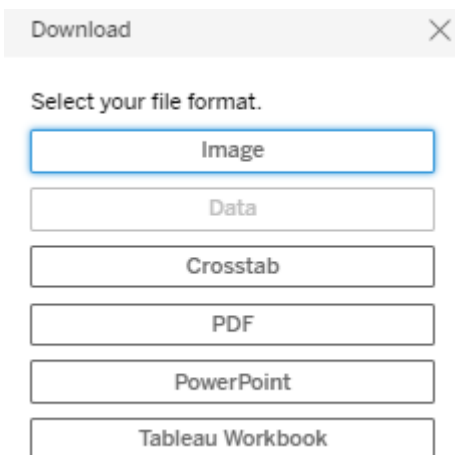**Figure 6.** Screen Layout for the Litigation Dashboard

Data Download options

Data and objects can be downloaded in several ways. The data window can be opened by clicking on the Control+Shift+Enter keys simultaneously when the focus is on the map or plot objects. This instruction is provided by a screen reader as well.

A button for download options is available along the bottom right corner of the screen as shown below. A keyboard user can use the Tab key to go to the Tableau logo on the bottom left corner of the screen, and then use the Right Arrow key to reach this download button:

When the download button is clicked or selected (and entered) by a keyboard, the following options are presented to the user:

Accessibility

The Interactive Charge Data Visualization Application supports screen readers for blind and visually impaired individuals so that they can independently interact with the application. A free version of the NVDA screen reader software can be downloaded from the following site:

https://www.nvaccess.org/download/

For additional information on the NVDA software and system requirements, please visit:

https://www.nvaccess.org/about-nvda/

NVDA quick reference command keys information is available at:

https://www.nvaccess.org/files/nvdaTracAttachments/455/keycommands%20with%20laptop%20keyboard%20layout.html

A keyboard can be used for navigating through objects on the user interface as well.

Comments and Feedback

This application has been developed as a prototype to modernize the data dissemination process. Additional features are expected to be added in the future to meet user needs. Please feel free to send your comments at: OEDA@EEOC.GOV.