



Cleveland Lawyer Comments on EEOC Opinion Letter

News

9.10.20

In an interview with *SHRM*, Cleveland lawyer **Tony Dick** discusses the Equal Employment Opportunity Commission's (EEOC's) opinion letter describing the steps they must follow before a systemic bias suit can be filed. The article explains that any claim the EEOC pursues under section 707 must follow the procedures outlined in Title VII, which includes a charge having been filed and an attempt having been made to voluntarily resolve the claims. In order to be prepared for such claims, Tony encourages employers to conduct regular workplace audits that include a review of the employee handbook, company policies and HR practices. He adds that "[e]mployers may also wish to conduct a statistical analysis of hiring and termination decisions to determine if there is a pattern of discrimination against a particular protected class."

To read the article, visit [*SHRM*](#) (subscription required).

Please reach out to our [Media team](#) for any news inquiries.

Related Offices

Cleveland