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## United States Senate

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October 21, 2024

### **VIA ELECTRONIC DELIVERY**

The Honorable Charlotte Burrows  
Chair  
Equal Employment Opportunity Commission  
131 M Street, NE  
Washington, DC 20002

Dear Chair Burrows:

It has been over one year since Hamas' October 7, 2023 attack on Israel. I write with interest in the Equal Employment Opportunity Commission's (EEOC) data on workplace discrimination charges given reports of a disturbing increase in antisemitic incidents across the country following the attack.<sup>1</sup> EEOC is responsible for collecting data on discrimination charges filed by workers, including religion-based discrimination. Your agency's enforcement and litigation statistics show that religion-based discrimination charges have more than doubled since FY 2021.<sup>2</sup> EEOC must provide detailed data involving religion-based discrimination.

EEOC needs to address religion-based discrimination charges to protect Jewish and Israeli workers in the face of rising antisemitism. A report from the Anti-Defamation League indicates that antisemitic incidents increased by 360 percent since October 7.<sup>3</sup> The rise in antisemitic incidents underscores why it is imperative EEOC stays abreast of pervasive workplace harassment issues.

EEOC's enforcement and litigation statistics offer little-to-no information on what the agency tracks as religion-based discrimination. However, religion-based discrimination charges rose dramatically since FY 2021. Religion-based charges made up 19 percent of all discrimination charges in FY 2022. EEOC provided a novel qualifier that the "significant increase in vaccine-related charges [were] filed on the basis of religion." Your agency is more than capable to parse religion-based data.

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<sup>1</sup> *U.S. Antisemitic Incidents Skyrocketed 360% in Aftermath of Attack in Israel, according to Latest ADL Data*, Anti-Defamation League (January 9, 2024), <https://www.adl.org/resources/press-release/us-antisemitic-incidents-skyrocketed-360-aftermath-attack-israel-according>.

<sup>2</sup> *Enforcement and Litigation Statistics*, U.S. Equal Employment Opportunity Commission (September 16, 2024), <https://www.eeoc.gov/data/enforcement-and-litigation-statistics-0>.

<sup>3</sup> *U.S. Antisemitic Incidents Skyrocketed 360% in Aftermath of Attack in Israel, according to Latest ADL Data*, Anti-Defamation League (January 9, 2024), <https://www.adl.org/resources/press-release/us-antisemitic-incidents-skyrocketed-360-aftermath-attack-israel-according>.

EEOC's mission is to "prevent and remedy unlawful employment discrimination and advance equal opportunity for all."<sup>4</sup> The agency must have effective data collection to perform its mission and address antisemitism in the workplace. Therefore, please provide answers *on a question-by-question basis*, by **November 4, 2024**:

1. How many religion-based discrimination charges has EEOC received since October 7, 2023?
2. How many charges of discrimination has EEOC received regarding workplace discrimination and harassment of Jewish employees since October 7, 2023?
3. What is the breakdown of discrimination charges for religions such as Buddhism, Christianity, Hinduism, Islam, and Judaism?
4. Since October 7, 2023, how many religion-based discrimination charges have alleged antisemitic conduct or harassment?
5. How many investigations resulted from religion-based discrimination charges?
6. What is the status of investigations resulting from religion-based discrimination charges?
7. How many times has EEOC intervened beyond an initial investigation in religion-based discrimination and harassment charges since October 7, 2023? Please indicate how many times EEOC filed suit on behalf of charging parties.
8. How many times has EEOC proceeded beyond the initial investigation stage for charges of alleged discrimination or harassment against Jewish employees?

Thank you for your prompt attention to this important matter.

Sincerely,



Bill Cassidy, M.D.

Ranking Member

U.S. Senate Committee on Health,  
Education, Labor, and Pensions

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<sup>4</sup> Overview, U.S. Equal Employment Opportunity Commission (September 19, 2024), <https://www.eeoc.gov/overview>.