

EEOC Administrative Data Code Book
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INTRODUCTION

The EEOC Litigation Project began with data received from the EEOC. This data included a list of all of the EEOC's litigation activity initiated from October 1, 1996 to September 30, 2006, as well as information about those cases which was recorded by the agency during that time period. We eliminated from the list all non-merits cases (e.g. administrative subpoenas, administrative enforcement actions, non-merits preliminary relief cases) and cases outside our time period. This EEOC Administrative Data Brick contains the information about the resulting list of merits cases filed by the EEOC during the relevant time period.

From this list, we selected a stratified random sample of cases for our study sample, as described in the Introduction to the Master Brick. Thus, for all observations in the Master Brick, a corresponding observation exists in this EEOC Administrative Data Brick. Many of the observations in this brick, however, are not included in our study sample and therefore do not appear in the Master Brick. Some of these observations were not randomly selected for inclusion; some were dropped for other reasons that put them outside our target population (e.g. cases against public entities, cases with complicated consolidations with private litigation, etc.)

This brick contains the original data that we received from the EEOC. For the most part, it contains the information just as we received it from the EEOC, although we have added a case code (var EE1) to match cases with observations in the Master Brick and secondary bricks, as well as a few additional identification variables (EE168-EE171) to assist with aligning the observations with other sources of information for interested researchers. In addition, we sometimes grouped or summarized information in the data to facilitate use.

The original data from the EEOC came in two separate files because the agency changed its information management system midway through our study period. We have combined those files into a single dataset here, noting in the descriptions where choices were necessary to merge these two datasets. Some of the variables in the Master Brick are similar to the data recorded by the EEOC here. However, because we coded the information in the Master Brick directly from the case documents, some discrepancies exist between our coding and the information recorded by the EEOC. The source of any discrepancies can be further investigated by reviewing the case documents used to code information in the Master Brick. These documents are available at the Civil Rights Litigation Clearinghouse, grouped together for ease of access at

<http://www.clearinghouse.net/results.php?searchSpecialCollection=1>

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EEOC ADMINISTRATION DATA

Case identification data

EE1 Case Code

Variable Name: caseCode

Description: This is the unique internal case identification number for every case. The first two letters are EE in all cases. The second two letters are the abbreviation for the state in which the district court was located. The final four numbers arbitrarily (but not randomly) designate the specific case within a given state. This case code connects the data in this EEOC Administrative Data Brick to the observations in the Master Brick and the secondary bricks.

EE2 Case Name

Variable Name: EEcaseName

Description: This indicates the case name in the EEOC data.

EE3 Docket Number

Variable Name: EEdocket

Description: This indicates the trial court docket number in the EEOC data. The data have not been corrected, normalized or cleaned in terms of format. However, normalization is available using EEdctOffice, EEdocketYear, and EEdocketNum (EE169-171).

EE4 Court

Variable Name: EEcourt

Normalization: Appendix A

Description: This is a unique internal number identifying the district court in which the case was litigated according to the EEOC's data. The numbers (1-94) are assigned to each of the United States federal district courts alphabetically by state, and then alphabetically within each state.

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EE5 EEOC Id

Variable Name: EEid

Description: This is an identifier used in the EEOC data.

EE6 EEOC Id 2

Variable Name: EEid2

Description: Occasionally, usually for a reason we were not able to determine, a single case was listed more than once in the EEOC data and had more than one identifier. Where applicable, this is the second identifier.

EE7 EEOC Source

Variable Name: EEsource

Description: This indicates which of the two case lists included the case. Where a case appeared in both data sources, the later one is listed. There are two values: "list 1 (pre-2002)" and "list 2."

Case information

EE8 Filing date

Variable Name: EEfilingDate

Description: This date is the court filing date listed in the EEOC data.

EE9 Filing date 2

Variable Name: EEfilingDate2

Description: Occasionally the same case had more than one filing date listed, usually when it appeared in both of the EEOC's case lists. This might happen, for example, if there had been an intervening change of venue and therefore more than one court filing date. This variable indicates the second filing date, if there is one.

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EE10 Trial date

Variable Name: EEtrialDate

Description: This date indicates a trial date, if one was listed in the EEOC data. The EEOC's information management system sometimes included a trial date where a trial was *scheduled* even if it was never held. In addition, there were four cases for which we received more than one trial date from the EEOC – these were cases in which the scheduled trial date changed in 2001 or 2002, after the information management system changed, so that the data in the two systems did not align perfectly. For these cases, the later date is recorded here.

EE11 Resolution EEOC

Variable Name: EEres

Description: This is a categorical variable for the type of resolution in the EEOC data. It was a normalized text field, with 10 values; we converted it to numeric. Resolution Summary (EEresSum, varEE12), below, combines some of the categories.

- 1 = Consent Decree
- 2 = Favorable Court Order
- 3 = Non-resolving Consent Decree
- 4 = Partial Order Favorable
- 5 = Partial Order Unfavorable
- 6 = Settlement Agreement
- 7 = Unfavorable Court Order
- 8 = Vol. Dismissal w/o Prej.
- 9 = Vol. Dismissal with Prej.
- 10 = Voluntary Dismissal

EE12 Resolution Summary

Variable Name: EEresSum

Description: This variable collapses EEres (var EE11) into six broad categories of resolution type.

- 1 = Consent Decree (EEres == 1)
- 2 = Settlement agreement (EEres == 6)
- 3 = Voluntary dismissal (EEres == 8, 9, 10)
- 4 = Favorable court order (EEres == 2, 4)
- 5 = Unfavorable court order (EEres == 5, 7)

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6 = Other (EEres == 3)

EE13 Resolution Date

Variable Name: EEresolutionDate

Description: This indicates the date of the case's resolution in the EEOC data in the format ddmonyyy.

EE14 Case Type

Variable Name: EEcaseType

Description: This indicates the EEOC's identification of a case as "individual" (I) or "class" (C). It appears that "class" simply means there is more than one complainant/charging party.

EE15 Office

Variable Name: EEoffice

Description: For cases in which EESource (var EE7) = "list 1 (pre-2002)", this indicates the EEOC office responsible for this case as listed in the EEOC data.

EE16 Amount of Relief

Variable Name: amtReliefEEOC

Description: This indicates the total amount of monetary relief awarded in the case according to data received from the EEOC. For those cases that are included in the Master Brick, this is the same as the variable amtReliefEEOC (var 110) in the Master Brick.

EE17 Number of Benefited Persons

Variable Name: benefitPersonsEEOC

Description: This indicates the number of benefited persons in the case according to information provided by the EEOC. For those cases that are included in the Master Brick, this is the same as the

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variable benefitPersonsEEOC (var 9) in the Master Brick. The data are categorical, in bands: 0, 1, 2-4, 5-9, 10-19, 20-49, 50-99, 100-199, 200-299 etc., 1000-1499, 1500-1999, and 2000+. The variable’s value is the lowest number in its category; value labels clarify the full range of the band.

Bases

Variables EE18 – EE85 indicate the bases or alleged grounds of discrimination (e.g. race, sex, retaliation, etc.) in each case, as listed in the EEOC data. Because a case may have multiple bases, each variable is a dummy variable (0 = no, 1 = yes).

Variables EE86-EE94 summarize the information by grouping the bases by type. The assignment of each basis to a type is indicated in the fourth column of the table, below.

EE18-EE85 Basis dummy variables

Description: 1 = yes, 0 = no

Var. #	Var. name	Var. label	Basis type
EE18	EEbasis1	basis==Age	Age
EE19	EEbasis2	basis==Allergies	Disability
EE20	EEbasis3	basis==Asthma	Disability
EE21	EEbasis4	basis==Blood (Other)	Disability
EE22	EEbasis5	basis==Brain/Head Injury (Traumatic)	Disability
EE23	EEbasis6	basis==Cancer	Disability
EE24	EEbasis7	basis==Cerebral Palsy	Disability
EE25	EEbasis8	basis==Color	Race/Ethnicity
EE26	EEbasis9	basis==Cumulative Trauma Disorder	Disability
EE27	EEbasis10	basis==Depression	Disability
EE28	EEbasis11	basis==Diabetes	Disability
EE29	EEbasis12	basis==Disability-General	Disability
EE30	EEbasis13	basis==Disfigurement	Disability
EE31	EEbasis14	basis==Epilepsy	Disability
EE32	EEbasis15	basis==Equal Pay-Female	Gender
EE33	EEbasis16	basis==Equal Pay-Male	Gender
EE34	EEbasis17	basis==Equal Pay-M/F	Gender
EE35	EEbasis18	basis==Gastrointestinal	Disability
EE36	EEbasis19	basis==HIV	Disability
EE37	EEbasis20	basis==Hearing Impairment	Disability
EE38	EEbasis21	basis==Heart/Cardiovascular	Disability
EE39	EEbasis22	basis==Kidney Impairment	Disability
EE40	EEbasis23	basis==Learning Disability	Disability
EE41	EEbasis24	basis==Manic Depression (Bi-polar)	Disability
EE42	EEbasis25	basis==Mental Retardation	Disability

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Var. #	Var. name	Var. label	Basis type
EE43	EEbasis26	basis==Missing Digits/Limbs	Disability
EE44	EEbasis27	basis==Multiple Sclerosis	Disability
EE45	EEbasis28	basis==National Origin-Arab, Afghani or Middle-Eastern	Race/Ethnicity
EE46	EEbasis29	basis==National Origin-East Indian	Race/Ethnicity
EE47	EEbasis30	basis==National Origin-Hispanic	Race/Ethnicity
EE48	EEbasis31	basis==National Origin-Mexican	Race/Ethnicity
EE49	EEbasis32	basis==National Origin-Other	Race/Ethnicity
EE50	EEbasis33	basis==National Origin-Puerto Rican	Race/Ethnicity
EE51	EEbasis34	basis==National Origin-Spanish American	Race/Ethnicity
EE52	EEbasis35	basis==Nonparalytic Orthopedic Impairment	Disability
EE53	EEbasis36	basis==Orthopedic/Structural Back Impairment	Disability
EE54	EEbasis37	basis==Other	Other
EE55	EEbasis38	basis==Other Anxiety Disorder	Disability
EE56	EEbasis39	basis==Other Disability	Disability
EE57	EEbasis40	basis==Other Neurological	Disability
EE58	EEbasis41	basis==Other Psychiatric Disorders	Disability
EE59	EEbasis42	basis==Paralysis	Disability
EE60	EEbasis43	basis==Race-American Indian/Alaskan Native	Race/Ethnicity
EE61	EEbasis44	basis==Race-Asian/Pacific Islander	Race/Ethnicity
EE62	EEbasis45	basis==Race-Black	Race/Ethnicity
EE63	EEbasis46	basis==Race-Other	Race/Ethnicity
EE64	EEbasis47	basis==Race-White	Race/Ethnicity
EE65	EEbasis48	basis==Record Of Disability	Disability
EE66	EEbasis49	basis==Regarded As Disabled	Disability
EE67	EEbasis50	basis==Relationship/Assn.	Relationship
EE68	EEbasis51	basis==Religion-7th Day Adventist	Religion
EE69	EEbasis52	basis==Religion-Catholic	Religion
EE70	EEbasis53	basis==Religion-Jewish	Religion
EE71	EEbasis54	basis==Religion-Jehovah's Witness	Religion
EE72	EEbasis55	basis==Religion-Muslim	Religion
EE73	EEbasis56	basis==Religion-Other	Religion
EE74	EEbasis57	basis==Religion-Protestant	Religion
EE75	EEbasis58	basis==Religion-Sikhs	Religion
EE76	EEbasis59	basis==Religion-WW Church	Religion
EE77	EEbasis60	basis==Reporting Violation	Reporting
EE78	EEbasis61	basis==Retaliation	Retaliation
EE79	EEbasis62	basis==Schizophrenia	Disability
EE80	EEbasis63	basis==Sex-Female	Gender
EE81	EEbasis64	basis==Sex-Male	Gender
EE82	EEbasis65	basis==Sex-Pregnancy	Gender
EE83	EEbasis66	basis==Speech Impairment	Disability
EE84	EEbasis67	basis==Unassigned	Other
EE85	EEbasis68	basis==Vision Impairment	Disability

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EE86-EE94 Basis summary dummy variables

Variables EE86-EE94 summarizes the basis information from EE18 to EE85 by grouping the basis variables, by type, as set out in the fourth column of the table immediately above. Cases may have multiple bases.

Description: 1 = yes, 0 = no

Var #	Var. name	Description
EE86	EEbasisAge	Basis Age
EE87	EEbasisRaceEth	Basis Race/Ethnicity
EE88	EEbasisDisab	Basis Disability
EE89	EEbasisGender	Basis Gender
EE90	EEbasisRelig	Basis Religion
EE91	EEbasisReport	Basis Reporting
EE92	EEbasisRetal	Basis Retaliation
EE93	EEbasisRelat	Basis Relationship
EE94	EEbasisOther	Basis Other

Issues

Variables EE95 – EE157 indicate the issues raised in the case as listed in the EEOC data. The issue refers to the alleged term or condition of employment with respect to which the discrimination occurred (e.g., hiring, promotion, constructive discharge, etc.) Because cases may have multiple issues, each one is a dummy variable.

Variables EE158-EE166 summarize the information by grouping the issues, by type. The assignment of each issue to a type is indicated in the fourth column of the table below.

EE95-EE157 Issue dummy variables

Description: 1 = yes, 0 = no

Var. #	Var. name	Var. label	Issue type
EE95	EEissue1	issue==Accent	Miscellaneous
EE96	EEissue2	issue==Association	Miscellaneous
EE97	EEissue3	issue==Advertising	Hiring/promotion
EE98	EEissue4	issue==Apprenticeship	Hiring/promotion
EE99	EEissue5	issue==Assignment	Conditions
EE100	EEissue6	issue==Benefits	Compensation
EE101	EEissue7	issue==Benefits-Insurance	Compensation
EE102	EEissue8	issue==Benefits-Retirement/Pension	Compensation
EE103	EEissue9	issue==Breach of Confidentiality	Miscellaneous
EE104	EEissue10	issue==Constructive Discharge	Constructive discharge

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Var. #	Var. name	Var. label	Issue type
EE105	EEissue11	issue==Demotion	Discipline/demotion/discharge
EE106	EEissue12	issue==Disability Related Inquiries	Hiring/promotion
EE107	EEissue13	issue==Discharge	Discipline/demotion/discharge
EE108	EEissue14	issue==Discipline	Discipline/demotion/discharge
EE109	EEissue15	issue==Early Retirement Incentive	Compensation
EE110	EEissue16	issue==English Language Only Rule	Conditions
EE111	EEissue17	issue==Exclusion	Miscellaneous
EE112	EEissue18	issue==Filing EEO Forms	EEOC
EE113	EEissue19	issue==Harassment	Harassment
EE114	EEissue20	issue==Hiring	Hiring/promotion
EE115	EEissue21	issue==Hostile Work Environment-Race	Harassment
EE116	EEissue22	issue==Hostile Work Environment-Sex	Harassment
EE117	EEissue23	issue==Intimidation	Harassment
EE118	EEissue24	issue==Involuntary Retirement	Discipline/demotion/discharge
EE119	EEissue25	issue==Job Classification	Conditions
EE120	EEissue26	issue==Layoff	Discipline/demotion/discharge
EE121	EEissue27	issue==Maternity	Discipline/demotion/discharge
EE122	EEissue28	issue==Medical Exams	Hiring/promotion
EE123	EEissue29	issue==Other	Miscellaneous
EE124	EEissue30	issue==Other Language/Accent Issue	Conditions
EE125	EEissue31	issue==Posting Notices	EEOC
EE126	EEissue32	issue==Prohibited Medical Inquiry/Exam	Hiring/promotion
EE127	EEissue33	issue==Promotion	Hiring/promotion
EE128	EEissue34	issue==Qualifications	Hiring/promotion
EE129	EEissue35	issue==Racial Harassment	Harassment
EE130	EEissue36	issue==Reasonable Accommod.	Accommodation
EE131	EEissue37	issue==Reasonable Accommod.-Disability	Accommodation
EE132	EEissue38	issue==Reasonable Accommod.-Religion	Accommodation
EE133	EEissue39	issue==Reassignment	Conditions
EE134	EEissue40	issue==Recall	Discipline/demotion/discharge
EE135	EEissue41	issue==Recordkeeping Violation	EEOC
EE136	EEissue42	issue==References Unfavorable	Miscellaneous
EE137	EEissue43	issue==Referral	Hiring/promotion
EE138	EEissue44	issue==Reinstatement	Discipline/demotion/discharge
EE139	EEissue45	issue==Religious Harassment	Harassment
EE140	EEissue46	issue==Reporting Violation	EEOC
EE141	EEissue47	issue==Retirement-Involuntary	Discipline/demotion/discharge
EE142	EEissue48	issue==Segregated Facilities	Conditions
EE143	EEissue49	issue==Segregated Locals	Conditions
EE144	EEissue50	issue==Seniority	Conditions
EE145	EEissue51	issue==Severance Pay Denied	Discipline/demotion/discharge
EE146	EEissue52	issue==Sexual Harassment	Harassment
EE147	EEissue53	issue==Suspension	Discipline/demotion/discharge
EE148	EEissue54	issue==Tenure	Discipline/demotion/discharge
EE149	EEissue55	issue==Terms/Conditions	Conditions
EE150	EEissue56	issue==Testing	Hiring/promotion
EE151	EEissue57	issue==Training	Hiring/promotion
EE152	EEissue58	issue==Training/Apprenticeship	Hiring/promotion

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Var. #	Var. name	Var. label	Issue type
EE153	EEissue59	issue==Transfer	Conditions
EE154	EEissue60	issue==Unassigned	Miscellaneous
EE155	EEissue61	issue==Union Representation	Miscellaneous
EE156	EEissue62	issue==Wages	Compensation
EE157	EEissue63	issue==Waivers	Miscellaneous

EE158-EE166 Issue summary dummy variables

Variables EE158-EE166 summarize the issue information from EE95 to EE157 by grouping the issue variables, by type, as set out in the fourth column of the table immediately above. Cases may have multiple issues.

Description: 1 = yes, 0 = no

Var #	Var. name	Description
EE158	EEissueAccom	Issue Accommodation
EE159	EEissueComp	Issue Compensation
EE160	EEissueCond	Issue Conditions
EE161	EEissueConstr	Issue Constructive Discharge
EE162	EEissueDiscipline	Issue Discipline (includes discharge, demotion, etc.)
EE163	EEissueEEOC	Issue EEOC Obligations
EE164	EEissueHarass	Issue Harassment
EE165	EEissueHiring	Issue Hiring/Promotion
EE166	EEissueMisc	Issue Miscellaneous

Selection

EE167 Selection

Variable Name: EEselection

Description: This indicates whether the case was selected for inclusion in our study sample and appears in the Master Brick.
 0 = Not included in the study sample
 1 = Included in the study sample

Alignment variables.

Variables EE168 to EE171 were not included in the data from the EEOC, but can be used to assist in locating cases or aligning the EEOC data with other datasets. They each relate to the federal district court docket number, which appears in different documents in many formats. District court docket numbers have as many as six separate pieces of information included. If, for example, they are in the format O:YY-cv-nnnnn-ABC-DEF (e.g., 2:99-cv-00943-TMH-SRW), that tells the reader that the case is docketed in the district court office designated 2 in the relevant district; it was filed there in 1999, and was assigned the number 943. Those parts of the docket number rarely change through the life of the case. The judge assigned at any given time is signified with the first of the initial sets; the magistrate judge assigned at any given time is signified with the second of the initial sets. Data users seeking to align this dataset with, in particular, case data made available by the Administrative Office of the U.S. Courts will need the district court, and a normalized version of the docket number, which we have recoded in three separate variables: office, year, and case number. We extract and record this data for all cases in our sample, but only for some of the ones that did not make it into our sample.

EE168 Clearinghouse Trial Docket

Variable Name: EECHtrialDocket

Description: This is the case's docket number, corrected where we know of an error in the docket number in the EEOC's data, and sometimes changed to a different format. It is not, however, normalized.

EE169 District Court Office

Variable Name: EEdctOffice

Description: This is the office number in the district court, as it appears in the PACER version of the docket number. This information is recorded for every case in our study sample; it is incomplete for cases outside our study sample. This variable facilitates alignment of the data with the Civil Terminations database made available by the Administrative Office of the U.S. Courts.

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EE170 Docket Year

Variable Name: EEdocketYear

Description: Federal district court docket numbers include the year of filing, in irregular format; this variable normalizes the format and records it separately. This variable facilitates alignment of the data with the Civil Terminations database made available by the Administrative Office of the U.S. Courts.

EE171 Docket Number

Variable Name: EEdocketNum

Description: This is the numeric part of the docket number, normalized to integer form. This number facilitates alignment of the data with the Civil Terminations database made available by the Administrative Office of the U.S. Courts.

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APPENDICES/INDICES

Appendix A: United States Federal District Courts

1	District of Alaska	43	District of Minnesota
2	Middle District of Alabama	44	Eastern District of Missouri
3	Northern District of Alabama	45	Western District of Missouri
4	Southern District of Alabama	46	District of the Northern Mariana Islands
5	Eastern District of Arkansas	47	Northern District of Mississippi
6	Western District of Arkansas	48	Southern District of Mississippi
7	District of Arizona	49	District of Montana
8	Central District of California	50	Eastern District of North Carolina
9	Eastern District of California	51	Middle District of North Carolina
10	Northern District of California	52	Western District of North Carolina
11	Southern District of California	53	District of North Dakota
12	District of Colorado	54	District of Nebraska
13	District of Connecticut	55	District of New Hampshire
14	District of Columbia	56	District of New Jersey
15	District of Delaware	57	District of New Mexico
16	Middle District of Florida	58	District of Nevada
17	Northern District of Florida	59	Eastern District of New York
18	Southern District of Florida	60	Northern District of New York
19	Middle District of Georgia	61	Southern District of New York
20	Northern District of Georgia	62	Western District of New York
21	Southern District of Georgia	63	Northern District of Ohio
22	District of Guam	64	Southern District of Ohio
23	District of Hawaii	65	Eastern District of Oklahoma
24	Northern District of Iowa	66	Northern District of Oklahoma
25	Southern District of Iowa	67	Western District of Oklahoma
26	District of Idaho	68	District of Oregon
27	Central District of Illinois	69	Eastern District of Pennsylvania
28	Northern District of Illinois	70	Middle District of Pennsylvania
29	Southern District of Illinois	71	Western District of Pennsylvania
30	Northern District of Indiana	72	District of Puerto Rico
31	Southern District of Indiana	73	District of Rhode Island
32	District of Kansas	74	District of South Carolina
33	Eastern District of Kentucky	75	District of South Dakota
34	Western District of Kentucky	76	Eastern District of Tennessee
35	Eastern District of Louisiana	77	Middle District of Tennessee
36	Middle District of Louisiana	78	Western District of Tennessee
37	Western District of Louisiana		
38	District of Massachusetts		
39	District of Maryland		
40	District of Maine		
41	Eastern District of Michigan		
42	Western District of Michigan		

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79	Eastern District of Texas	88	Eastern District of Washington
80	Northern District of Texas	89	Western District of Washington
81	Southern District of Texas	90	Eastern District of Wisconsin
82	Western District of Texas	91	Western District of Wisconsin
83	District of Utah	92	Northern District of West Virginia
84	Eastern District of Virginia	93	Southern District of West Virginia
85	Western District of Virginia	94	District of Wyoming
86	District of the Virgin Islands		
87	District of Vermont		