

# Workplace Plaintiffs Face Long Odds at Trial, Analytics Data Indicates

The ABA Journal **reports** that only 1 percent of plaintiffs who file federal job discrimination, harassment and retaliation claims win on the merits at trial, according to an analysis by the Lex Machina legal analytics firm.

The article by **Stephen Rynkiewicz** discusses Lex Machina's new employment litigation search and analysis module that covers findings of hostile work environment, retaliation and Title VII issues such as race bias, as well as discrimination based on age, equal rights, military, pregnancy and rehabilitation.

"Lex Machina reviewed nearly 72,000 cases and found that nearly three-fourths them settle, while employers prevail on summary judgment 13 percent of the time," writes Rynkiewicz. "In more bad news for plaintiffs, only 192 damage awards since 2009 included punitive damages."

**Read the ABA Journal article.**