



Legal Analytics® for Employment Litigation

Lex Machina's award-winning Legal Analytics platform allows practitioners to predict the behavior of courts, judges, lawyers, law firms, and parties. Over three quarters of AmLaw100 firms and many of the largest global corporations use Legal Analytics to supplement traditional legal research and reasoning with previously unavailable strategic insights that give them a winning edge.

Lex Machina's Employment Litigation Practice Area was originally released in 2018 but has been expanded and upgraded to include new claims, case tags, findings, and damages. Explore enhanced data for federal and state law employment claims being litigated in federal district court.

The Winning Edge

Legal Analytics provides data-driven insights and trends in employment case timing, resolutions, damages, remedies, and findings. Our case set includes cases alleging discrimination, retaliation, or harassment under a variety of federal statutes.



Lex Machina helps you answer questions such as:

- How often have collective action settlement damages been awarded in this court? What were the specific amounts?
- Which law firms have the most experience defending the opposing party in FLSA cases?
- How often – and in which specific cases – have judges in the District of Delaware found a hostile work environment?
- What are the chances of obtaining a summary judgment order in an employment case from a specific judge?
- Has my judge ruled on both federal and state law retaliation in the same case? What was the ruling?

Federal Discrimination Employment Findings by Judgment Event

Findings	Default Judgment	Consent Judgment	Summary Judgment	Judgment on the Pleadings	Judgment as a Matter of Law	Any Judgment Event	Trial
Title VII Discrimination: Race / Color	42	6	1	9	63	0	120
No Title VII Discrimination: Race / Color	2	1	737	3,757	216	19	4,637
Title VII Discrimination: Religion	5	0	0	0	7	0	12
No Title VII Discrimination: Religion	0	0	134	432	28	1	581
Title VII Discrimination: National Origin	11	1	1	0	23	0	36
No Title VII Discrimination: National Origin	0	0	261	991	77	4	1,308
Title VII Discrimination: Sex / Gender	92	7	3	7	67	0	175

Unique Litigation Data

Case Tags – FLSA, FLSA Collective Action, FMLA, ADA, Harassment (Federal), Retaliation (Federal), Discrimination (Federal), Accommodation (Federal), State Employment Claim, EEOC Charging Party, Order re: FLSA Conditional Certification, and Pro Se

Damages – Backpay, Emotional Distress, Front Pay, Liquidated Damages, Punitive Damages, Other Compensatory Damages, Civil Money Penalties, State Statutory Penalties, Approved Class Action Settlement, Collective Action Settlement, EEOC Class Settlement

Findings – Title VII Discrimination for Race/ Color, Religion, National Origin, and Sex/Gender.

ADEA Discrimination for Age, ADA Discrimination for Disability, PDA Discrimination for Pregnancy, §1981/§1983 Discrimination, Equal Pay Act, Rehabilitation Act, USERRA Discrimination FLSA Violation, FMLA Violation, Wage/Hour Violation, Discrimination: Other Federal Statute, Retaliation, Hostile Work Environment/Harassment, Failure to Accommodate, Willfulness

State Law Discrimination, State Law Labor Violation, State Law Retaliation, State Law Harassment, State Law Failure to Accommodate, Other State Employment Law Violation, Common Law/Public Policy Violation

Legitimate Reason Defense, Time-Barred Defense, Failure to Mitigate Defense, Failure to Exhaust Administrative Remedies Defense, Attendance Violation Defense, Estoppel Defense, Exemption Defense, Good Faith Defense, Improper Notice Defense

Remedies – In addition to injunctions, our data includes Promotion and Reinstatement remedies

"It has opened up a whole level of visibility into the legal process that simply wasn't accessible before."

– Mike Cardoza, Cardoza Law Corporation