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BLOGS

New Dates for 2019 and 2020 EEO-1 Report Submissions

An EEO-1 Report must be submitted by all private sector employers with at least 100 employees, or federal contractors with 50 or more employees. This submission has been required for over a half century. Because of the pandemic, the due dates for the submission of the 2019 and 2020 EEO-1 Reports were suspended by the EEOC until March 31, 2021.

Earlier this year the EEOC announced that the EEOC's collection site for the submission (the EEOC On Line Filing System) will open in April 2021 for an eligible employer's submission of both the 2019 and 2020 EEO-1 Component 1 workforce demographics data. The precise date of the opening will be set by the EEOC by early April and will be found at the EEOC's website (www.eeoc.gov), and all eligible employer filers will also receive a notification letter

As a reminder, the only requirement for the 2019 and 2020 submissions is the EEO-1 Component 1 workforce demographics data; there is no requirement for the EEO-1 Component 2 pay data for the years 2019, 2020 and 2021.