

LEGAL UPDATE

EEOC Opens EEO-1 Reporting Portal for 2019 and 2020 Data

The portal for private-sector employers to submit equal employment opportunity (EEO-1) workforce data from 2019 and 2020 is now open, the U.S. Equal Employment Opportunity Commission (EEOC) **announced April 26, 2021**. The deadline for submissions is **July 19, 2021**. This data collection was previously delayed due to the coronavirus pandemic.

EEO-1 Reporting Background

Mandated under Title VII of the Civil Rights Act, the EEO-1 Report is an annual survey that requires certain employers to submit information about their workforces by race or ethnicity, gender and job category by March 31 every year. The EEOC uses the collected data to enforce Title VII's prohibitions against employment discrimination based on race, color, religion, national origin or sex.

Employers Subject to EEO-1 Reporting

In general, a private-sector employer is subject to EEO-1 reporting if it:

- Has 100 or more employees;
- Has 15-99 employees and is part of a group of employers with 100 or more employees; or
- Is a federal contractor with 50 or more employees and a contract of \$50,000 or more.

Employer Action Items

Employers that are subject to EEO-1 reporting requirements should begin submitting 2019 and 2020 EEO-1 data in the EEO-1 portal and ensure that they complete these submissions by July 19, 2021. These employers should also review the EEOC's [home page](#) and [new website dedicated to EEO data collections](#) for additional information.

Important Dates

April 26, 2021

First day employers subject to EEO-1 reporting requirements may begin entering data from 2019 and 2020.

July 19, 2021

Last day for employers subject to EEO-1 reporting to submit 2019 and 2020 workforce data.

March 31, 2022

Deadline for submission of EEO-1 data from 2021. The law requires employers to submit reports by March 31 every year. Collection of 2019 and 2020 data was delayed due to the coronavirus pandemic.

Employers that are subject to EEO-1 reporting must submit 2019 and 2020 data by July 19, 2021.



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