

Publications

Employers: Get Ready To Submit Your EEO-1 Reports

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On April 26, 2021, the Equal Employment Opportunity Commission (EEOC) announced the opening of its 2019 and 2020 EEO-1 data collection. The EEO-1 Component 1 report is a mandatory annual data collection that requires all private sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data, including data by race/ethnicity, sex, and job categories.

The EEOC delayed the opening of the 2019 EEO-1 Component 1 Data collection last year in light of the COVID-19 pandemic. Employers must now submit two years of EEO-1 Component 1 data. The deadline for submitting both the 2019 and 2020 is Monday, July 19, 2021.

Eligible employers that have **not** yet received a 2019 and 2020 EEO-1 Component 1 notification letter from the EEOC should contact the EEOC's Filer Support Team at FilerSupport@eeocdata.org for assistance. Employers that have received the notification letter may now create user accounts using the "Company ID" and "Passcode" provided in the notification letter.

Once a user account is created, there are two different ways to file the 2019 and 2020 EEO-1 Component 1 Reports: an online form (available beginning April 26, 2021), or a data file upload (beginning May 26, 2021).

Employers should visit the newly launched EEO-1 Component 1 website at EEOCdata.org/eeo1 for the latest filing updates and additional information. By visiting the Filer Support Center located at EEOCdata.org/eeo1/support, employers can request assistance as well as find helpful resources, including fact sheets and FAQs.

Contact your Vorys lawyer if you have questions about EEO reporting obligations.