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Breaking News – EEO Data Collections Delayed Due to COVID-19

Background

In a [Federal Register](#) notice, the U.S. Equal Employment Opportunity Commission (EEOC) announced it will hold off collecting EEO workforce data in light of the COVID-19 public health crisis. Consistent with the delays in Federal reporting requirements throughout the government and other actions taken to lessen the stress on employers during the pandemic, the EEOC determined it was best to postpone collection dates for filers at this time.

The EEOC collects this workforce data from employers with more than 100 employees and uses the data for multiple purposes, including enforcement, self-assessment by employers, and research.

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Summary

The EEOC requested approval for the delay from the White House's Office of Management and Budget (OMB) on March 23, under the Paperwork Reduction Act. Pending OMB approval, the EEOC expects to hold off collecting the 2019 and 2020 EEO-1 Component (Employment Information Report) until March 2021 and the 2020 EEO-3 (Local Union Report) and EEO-5 (Elementary-Secondary Staff Information Report) until January 2021. The EEOC collects data from employers in different sectors of the workplace through [survey data collection](#). Filers will be notified of the exact dates of collection when they become available.

EEO-1, EEO-3, and EEO-5 filers, which include private-sector employers, local referral unions, and public elementary and secondary school districts, respectively, are dealing with unique and urgent issues, according to the EEOC. This delay will allow them to be in a better position to provide accurate, valid, and reliable data in a timely manner.

Employer Next Steps

- If you are an EEO-1, EEO-3, or EEO-5 filer, you should still be collecting data for the 2020 filing period and preparing to submit that data in 2021.
- If you have any questions about this e-Alert please [contact us](#).

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