



e-Alert

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EEO Data Collection Filing Schedule Announced

Background

The Equal Employment Opportunity Commission (EEOC) has [announced](#) the schedule for the current EEO Data Collection filing.

Summary

Due to the COVID-19 public health emergency, the EEO filings for 2019 were put on hold until 2021 to allow EEO filers to be better positioned to provide accurate, valid, and reliable data in a timely manner. The EEOC will now resume with opening the data collections for plan years 2019 & 2020 according to the following schedule:

- **April 2021: 2019 and 2020 EEO-1 Component 1 Data Collection**
 - Private sector employers and federal contractors will be required to file.
- **July 2021: 2020 EEO-5 Data Collection**
 - Certain public elementary/secondary school districts will be required to file.
- **August 2021: 2020 EEO-3 Data Collection**
 - Certain unions will be required to file.

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- **October 2021: 2021 EEO-4 Data Collection**
 - State/local governments will be required to file.

The EEOC will post the precise dates of when the portal will open and the submission deadlines for reporting on their [homepage](#) as well as on their new dedicated [website](#) specifically for EEO reporting. Notification letters will be sent to eligible filers as in previous years.

Employer Next Steps

- For up-to-date information regarding EEO Reports, visit the EEOC [website](#).
- Eligible filers should begin preparing to submit data in anticipation of these openings.
- If you are interested in outsourcing the preparation and submission of your company's EEO-1 data, please [email us](#).

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