

The background of the top half of the page is a photograph of a person wearing a blue denim shirt, sitting at a desk and typing on a laptop. A white coffee cup is visible in the foreground. The image is partially obscured by a red banner at the bottom.

e-Alert

05.03.21

EEOC Opens EEO-1 Reporting Portal

Background

The portal for employers to submit Equal Employment Opportunity (EEO-1) workforce data is now open for 2019 and 2020 filing.

Summary

EEO-1 Report

- The [EEO-1](#) Report is a federally mandated survey that collects workforce data categorized by race, ethnicity, sex, and job category.

Requirements for Filing EEO-1

- Private-sector employers with 100 or more employees, **OR**
- A federal contractor with 50 or more employees and has a contract of \$50,000 or more.
- If you are unsure if you need to file EEO-1 data, please refer to our [EEO-1 Reporting Requirements Reference Guide](#).

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Reporting Timeline

- 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. Employers now must submit Component 1 data to the EEOC for *both* calendar years 2019 and 2020.
- On April 26, 2021, the EEO-1 reporting portal opened for data submissions.
- The [deadline](#) to file both 2019 and 2020 EEO-1 Component 1 data is **July 19, 2021**.

Employer Next Steps

- Eligible filers should begin submitting 2019 and 2020 EEO-1 data in the portal and ensure they complete their submissions by July 19, 2021.
- Employers should review additional resources on the EEOC's [home page](#) and new [website](#) dedicated to EEO data collections.
- If you are interested in outsourcing the preparation and submission of your company's EEO-1 data, please [email us](#).

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