



## e-Alert

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# EEO-1 Reporting Portal Opening Delayed Until July

## Background

The EEO-1 Report is a federally mandated report that collects workforce data during a specific snapshot pay period from October through December of 2022. The Equal Employment Opportunity Commission (EEOC) has pushed the opening of the EEO-1 portal for Component 1 Data Collection to **mid-July 2023**. The delay pushes the opening date back almost three months from its tentative opening date of April 2023.

## Summary

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 submitted revisions to the EEO-1 form in November 2022, which included a proposal to no longer require separate reports for establishments with 50 employees. These proposals have not been adopted yet, therefore more information on the specific filing requirements will be announced by the EEOC in the coming months.

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Updates on the 2022 EEO-1 Component 1 Data Collection, including the opening date, filing deadlines, and data requirements, will be posted to [www.EEOCdata.org/eeo1](http://www.EEOCdata.org/eeo1).

## Employer Next Steps

- Eligible filers should begin to prepare their data in preparation of the portal opening
- Employers may review resources on the EEOC's [home page](#) for any updates on when the portal will open and when the filing deadline is announced
- If you are interested in outsourcing the preparation and submission of your EEO-1 Component 1 Data, please [email us](#) to learn more about this service

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