

Legal Update

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EEOC Extends EEO-1 Deadline for 2019 and 2020 Data to Aug. 23

Employers now have some extra time to submit equal employment opportunity ([EEO-1](#)) workforce data from 2019 and 2020, the U.S. Equal Employment Opportunity Commission (EEOC) announced on June 28, 2021. These reports were previously due by July 19, 2021. **Employers now have until Aug. 23, 2021**, to complete their submissions.

The EEOC's collection of this data, the portal for which opened on April 26, 2021, had been delayed numerous other times due to the coronavirus pandemic. Under Title VII of the Civil Rights Act, the EEO-1 Report is usually due by March 31 every year.

EEO-1 Reporting Background

The EEO-1 Report is an annual survey that requires certain employers to submit data about their workforces by race or ethnicity, gender and job category. The EEOC uses this data to enforce federal anti-discrimination laws.

Employers Subject to EEO-1 Reporting

In general, a private-sector employer is subject to EEO-1 reporting if it:

- Has 100 or more employees;
- Has 15-99 employees and is part of a group of employers with 100 or more employees; or
- Is a federal contractor with 50 or more employees and a contract of \$50,000 or more.

Employer Action Items

Employers subject to EEO-1 reporting requirements should ensure that they complete their EEO-1 submissions by Aug. 23, 2021. These employers should also review the EEOC's [home page](#) and [website dedicated to EEO data collections](#) for additional information.

Important Dates

April 26, 2021

First day employers subject to EEO-1 reporting requirements may begin entering data from 2019 and 2020.

July 19, 2021

Prior deadline for submission of 2019 and 2020 workforce data.

Aug. 23, 2021

New deadline for employers subject to EEO-1 reporting to submit 2019 and 2020 workforce data.

March 31, 2022

Deadline for submission of EEO-1 data from 2021.

Employers that are subject to EEO-1 reporting now have until Aug. 23, 2021, to submit data from 2019 and 2020.