



HR Heads-up

PERIODIC UPDATES ON IMPORTANT HR LEGAL ISSUES

MAY 4, 2021

EEO-1 Report Reminder: Data Collection Period is Open and Reporting Deadline is July 19

After the United States Equal Opportunity Commission delayed the data collection period in May of 2020 due to the COVID-19 pandemic, the 2019 and 2020 EEO-1 Component 1 data collection period recently opened on April 26, 2021.

The deadline for submitting 2019 and 2020 EEO-1 Component 1 data will be Monday, July 19, 2021. Recognizing the continuing differential impacts of the pandemic on workplaces nationwide and the requirement to submit two years of EEO-1 data, the EEOC has extended the data collection period this year from 10 weeks to 12 weeks to provide employers additional time to file.

The EEO-1 Component 1 report is a mandatory annual data collection that requires all private sector employers with 100 or more employees, and certain federal contractors with 50 or more employees, to submit demographic workforce data, including data by race/ethnicity, sex and job categories.

EEO-1 filers can visit <https://eeocdata.org/eeo1/home/index> for more information regarding updates on the data collection. Resources to assist filers with their submissions are available online at <https://eeocdata.org/eeo1/support/index>. The EEOC Filer Support Team will also be available to respond to filer inquiries and to provide additional filing assistance.

Boardman Clark attorneys are also available to assist with any questions you might have.

PRIMARY AUTHOR

Jennifer Mirus

(608) 283-1799

JMIRUS@BOARDMANCLARK.COM