

EEOC Announces Opening of 2019 and 2020 EEO-1 Component 1 Data Collection

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THE EEO-1 SUBMISSION DEADLINE HAS CHANGED SEVERAL TIMES IN LIGHT OF THE EEOC NOT REQUIRING ANY EEO-1 REPORTS TO BE FILED LAST YEAR DUE TO COVID-19.

BELOW IS THE LATEST INFORMATION FROM THE EEOC REGARDING ITS PLANS FOR THESE REPORTS THIS YEAR.

Employers Have Until July 19, 2021 to Submit Two Years of EEO-1 Component 1 Data

After delaying the opening of the 2019 EEO-1 Component 1 Data Collection on May 8, 2020 in light of the COVID-19 public health emergency, the U.S. Equal Employment Opportunity Commission (EEOC) announced today that the 2019 and 2020 EEO-1 Component 1 data collection is now open.

The deadline for submitting both the 2019 and 2020 EEO-1 Component 1 data is 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 Component 1 data, the EEOC is extending the data collection period this year from 10 weeks to 12 weeks to provide employers additional time to file. Employers should begin preparing to submit data in anticipation of the July 19th filing deadline.

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 filing by eligible employers of the EEO-1 Component 1 Report is required under section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-8(c), and 29 CFR 1602.7-.14 and 41 CFR 60-1.7(a). Employers can find additional eligibility information at <https://eeocdata.org/eeo1>. This year, the annual filing deadline for both the 2019 and 2020 EEO-1 Component 1 report(s) is July 19, 2021.

Eligible employers that have not received a 2019 and 2020 EEO-1 Component 1 notification letter via U.S. mail should contact the EEOC's Filer Support Team at FilerSupport@eeocdata.org for assistance. Employers that have received the notification letter, may now create user accounts using the "Company ID" and "Passcode" provided in the notification letter.

Once a user account is created, there are two different ways to file the 2019 and 2020 EEO-1 Component 1 Report(s):

- **ONLINE FORM** (available beginning Monday, April 26, 2021)

Filers may enter their data into a secure data entry form via the *EEO-1 Component 1 Online Filing System* at [EEOCdata.org/eeo1/signin](https://eeocdata.org/eeo1/signin).

- **DATA FILE UPLOAD** (available beginning Wednesday, May 26, 2021)

Filers may upload data files through the *EEO-1 Component 1 Online Filing System*. The format of the uploaded data file(s) must follow the file layout(s) set forth in the EEOC-approved specifications available beginning Wednesday, May 26, 2021 at [EEOCdata.org/eeo1](https://eeocdata.org/eeo1).

Employers should visit the newly launched EEO-1 Component 1 website at [EEOCdata.org/eeo1](https://eeocdata.org/eeo1) for the latest filing updates and additional information. By visiting the Filer Support Center located at [EEOCdata.org/eeo1/support](https://eeocdata.org/eeo1/support), employers can request assistance as well as find helpful resources, including fact sheets and FAQs.

AS ALWAYS, PLEASE FEEL FREE TO CONTACT ANY MEMBER OF OUR [LABOR & EMPLOYMENT
LAW PRACTICE GROUP](#) IF WE CAN BE OF ASSISTANCE AS YOU PREPARE TO FILE YOUR EEO-1
REPORTS THIS YEAR.