

THOUGHT LEADERSHIP

LEGAL UPDATES

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Services

Labor & Employment
Pay Equity

Professional

TRACEY O'BRIEN
ST. LOUIS:
314.480.1562
TRACEY.OBRIEN@
HUSCHBLACKWELL.COM

EEOC Resumes Collection of EEO Data

On March 29, 2021, the Equal Employment Opportunity Commission (EEOC) announced that it will resume collection of the 2019 and 2020 EEO-1 Component 1 data beginning on Monday, April 26, 2021. As we discussed here, the EEOC previously delayed collection of EEO-1 Component 1, EEO-3 and EEO-5 data due to the effect of the COVID-19 pandemic on employers. The EEOC is providing employers with an additional two weeks beyond its traditional 10-week period to provide two years' worth of EEO-1 data. The collection opening dates for all EEO data collections and filing deadlines are captured in the table below:

Data Type	Opening Collection Date	Filing Deadline
2019 and 2020 EEO-1 Component 1 data	April 26, 2021	July 19, 2021
EEO-3 data	August 2021	To be announced
EEO-4 data	October 2021	To be announced
EEO-5 data	July 2021	To be announced

Generally, employers with at least 100 employees, and federal contractors with 50 or more employees and a federal contract of \$50,000 or more must file EEO-1 component 1 data. Component 1 data provides information on the race, ethnicity and gender composition of the workforce by job category during a specified period of time. The EEOC uses the data to analyze employment patterns, such as the employment of women and minorities in companies, industries and regions. The EEOC provides resources to employers regarding filing requirements. Employers should note that the filing deadlines are not scheduled on their typical August and September filing timeline. With regard to EEO-3, EEO-4 and EEO-5 data, precise opening dates and filing deadlines will be announced at a later date on the EEOC home page or the EEOC's new dedicated EEOC data collection website.

Employers seeking to outsource or obtain assistance with the process of filing EEO reports and to prepare for reporting requirements can rely on Husch Blackwell's attorneys who regularly counsel clients on pay equity laws and manage EEO compliance issues.

Contact us

If you have questions regarding your obligations with respect to filing EEO reports or would like Husch Blackwell to compile reports on your behalf, contact Molly Kurt or your Husch Blackwell attorney.