

Legislative Update SEPTEMBER 2021*

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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION EXTENDS DATE AGAIN

For a final time, the U.S. Equal Employment Opportunity Commission (EEOC) has extended its filing deadline for employers to submit 2019/2020 EEO-1 Component Reports. The new deadline is Monday, October 25, 2021. The EEOC encourages employers to file Reports as soon as possible.

Employers who meet the reporting thresholds listed below have a legal obligation to submit annual workforce data on their employees by race/ethnicity, sex, and job category. The workforce data include ten job categories and seven race and ethnicity categories. EEO-1 Component 1 data are used by the EEOC to investigate charges of employment discrimination against employers and to provide information about the employment status of minorities and women.

The following employers are required to annually submit their EEO-1 Component 1 Reports:

- Private employers (who are subject to Title VII of the Civil Rights Act of 1964, as amended) with 100 or more employees.
- Federal government prime contractors or first-tier subcontractors subject to Executive Order 11246, as amended (who are not exempt as provided for by 41 CFR 60-1.5), with both 50 or more employees and a prime contract or a first-tier subcontract amounting to \$50,000 or more.
- Employers that serve as a depository of Government funds in any amount or as a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Savings Notes.
- Employers affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employment of 100 or more.

Institutions of higher education, American Indian or Alaska Native tribes and tax-exempt private membership clubs other than labor organizations are exempt from filing EEO-1 Component 1 Reports. However, non-profits and not-for-profit organizations are required to file the EEO-1 Component 1 Report.

Source: EEOC

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