

Legal Update

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EEOC Extends EEO-1 Deadline for 2021 Workforce Data Reports

Employers subject to equal employment opportunity reporting ([EEO-1](#)) requirements now have extra time to file their workforce data from 2021, the EEOC announced shortly after the original May 17, 2022, deadline passed. That initial deadline had already been delayed from the usual March 31 due to the COVID-19 pandemic.

The new deadline for 2021 submissions is **June 21, 2022**. According to the EEOC, no additional 2021 EEO-1 reports will be accepted after that date.

EEO-1 Reporting Background

Mandated under Title VII of the Civil Rights Act, the EEO-1 Report is an annual survey that requires certain employers to submit information about their workforces by race or ethnicity, gender and job categories by March 31 every year. The EEOC uses the collected data to enforce Title VII's prohibitions against employment discrimination based on race, color, religion, national origin or sex.

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.

Employers that meet these criteria should review the EEOC's [home page](#) and [website dedicated to EEO data collections](#) for additional information.



Important Dates

April 12, 2022

The first day employers subject to EEO-1 reporting requirements were able to begin entering data from 2021.

May 17, 2022

The original deadline for 2021 workforce data submissions. The law requires reports by March 31 every year, but collection of 2021 data was delayed due to the COVID-19 pandemic.

June 21, 2022

Newly extended deadline for submission of EEO-1 data from 2021.

Employers subject to EEO-1 reporting must submit 2021 data by June 21, 2022.