

**Labor & Employment Alert**  
**April 9, 2021**

**EEOC Announced Opening of EEO-1 Data Collection Period for 2019 and 2020 EEO-1 Data Collection to begin on Monday, April 26, 2021**

*For a discussion of these and other legal issues, please visit our website at [www.mhtl.com](http://www.mhtl.com)  
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The Equal Employment Opportunity Commission (“EEOC”) announced that the EEO-1 Component 1 data collection<sup>1</sup> for 2019 and 2020 will open on **Monday, April 26, 2021**. Private-sector employers with 100 or more employees and federal contractors with fifty (50) or more employees are legally obligated to file EEO-1 reports that consist of data regarding the demographic representation of their workforce. In 2020, the EEOC delayed the opening of the 2019 EEO-1 Component data collection due to the COVID-19 pandemic. However, employers may begin filing their EEO-1 data beginning on Monday, April 26, 2021.

Employers have until **Monday, July 19, 2021** to submit their EEO-1 data from 2019 and 2020. Employers submitting their EEO-1 data must submit the **Employer Information Report EEO-1**, known as the **EEO-1 Report**, which must be filed with the EEOC’s Office of Enterprise Data and Analytics (OEDA) Employer Data Team.

The EEOC recommends that employers begin preparing to submit their 2019 and 2020 EEO-1 data in preparation for the April 26<sup>th</sup> opening. Beginning on April 26<sup>th</sup>, the EEOC will start sending formal notifications to employers with respect to the 2019 and 2020 EEO-1 submission.

Due to the continuing difficulties caused by the COVID-19 pandemic on workplaces across the country, the EEOC extended the data collection period from ten (10) weeks to twelve (12) weeks this year so that employers have additional time to file their EEO-1 data from 2019 and 2020, hence the July 19<sup>th</sup>, 2021 deadline.

When the data collection period opens, employers will have resources available to them at the EEOC’s website on data collections for assistance with their submissions. In addition, the EEOC Filer Support Team will be available during the period of filing to assist with any inquiries that employers may have in regards to filing and to provide other related assistance. Employers may also visit the EEOC’s website on data collections for updates on EEO-1 data collection and related information.

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<sup>1</sup> Component 2, or pay equity data, is not currently scheduled to be collected.



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For school districts, local referral unions, and state and local governments, a couple of key dates to keep in mind are:

1. 2020 EEO-5 data collection for public elementary and secondary school districts opens in July 2021.
2. 2020 EEO-3 data collection for local referral unions opens in August 2021.
3. 2021 EEO-4 data collection for state and local governments opens in October 2021.

*This Client Alert was prepared by Mariem Marquetti. This Alert was reviewed with Sarah Spatafore and Kier Wachterhauser. If you have any questions about this issue, please contact Sarah Spatafore, Kier Wachterhauser, or the attorney responsible for your account, or call (617) 479-5000.*

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