

# Legal Update

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## EEOC Extends EEO-1 Deadline for 2019 and 2020 Data to Oct. 25

Employers now have even more extra time to submit equal employment opportunity ([EEO-1](#)) workforce data from 2019 and 2020, the U.S. Equal Employment Opportunity Commission (EEOC) announced on Aug. 18, 2021.

The 2019 and 2020 EEO-1 reports were previously due by Aug. 23, 2021, which was an extension from the original deadline of July 19, 2021. **Employers now have until Oct. 25, 2021**, to complete their submissions. According to the EEOC, this new deadline is final, and no additional extensions will be made.

The EEOC's collection of the 2019 and 2020 data, the portal for which opened on April 26, 2021, had been delayed numerous other times due to the coronavirus pandemic. Under Title VII of the Civil Rights Act, the EEO-1 Report is usually due by March 31 every year.

### 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.

### Employer Action Items

Employers subject to EEO-1 reporting requirements should ensure that they complete their EEO-1 submissions by Oct. 25, 2021. These employers should also review the EEOC's [home page](#) and [website dedicated to EEO data collections](#) for additional information.

## Important Dates

### April 26, 2021

First day employers subject to EEO-1 reporting requirements could begin entering data from 2019 and 2020.

### Aug. 23, 2021

Prior deadline for submission of 2019 and 2020 workforce data (extended from original July 1, 2021, deadline).

### Oct. 25, 2021

New deadline for employers subject to EEO-1 reporting to submit 2019 and 2020 workforce data.

### March 31, 2022

Deadline for submission of EEO-1 data from 2021.

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***Employers that are subject to EEO-1 reporting now have until Oct. 25, 2021, to submit data from 2019 and 2020.***

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