

Employers Subject to EEO-1 Reporting Should Begin Preparing 2019 and 2020 EEO-1 Component 1 Data

On Jan. 12, 2021, the U.S. Equal Employment Opportunity Commission (EEOC) [announced](#) that it will open four equal employment opportunity (EEO) data collections in 2021. The agency had previously delayed EEO collections in May 2020 due to the coronavirus pandemic.

According to the announcement, EEO reporting will now resume according to the following schedule:

- **April 2021:** Private employers and federal contractors will be required to file [2019 and 2020 EEO-1 Component 1](#) data.
- **July 2021:** Certain public elementary and secondary school districts will be required to file [2020 EEO-5](#) data.
- **August 2021:** Certain unions will be required to file [2020 EEO-3](#) data.
- **October 2021:** State and local governments will be required to file [2021 EEO-4](#) data.