

EEOC Announces Postponement of EEO Data Collections

In another concession to the coronavirus pandemic, the U.S. Equal Employment Opportunity Commission (EEOC) announced that it will delay collection of the 2019 EEO-1 Component 1 data collection and the 2020 EEO-3 and EEO-5 data collections. Employers with 100 or more employees and federal contractors with at least 50 employees and \$50,000 in federal government contracts are normally required to file EEO-1's by May 31.

In the [May 7, 2020 press release](#), the EEOC says that it "recognizes the impact that the current public health emergency is having on workplaces across America and the challenges that both employers and employees alike are now facing. Filers of the EEO-1, EEO-3 and EEO-5, which include private sector employers, local referral unions, and public elementary and secondary school districts, are dealing with unique and urgent issues. Delaying the collections until 2021 will ensure that EEO filers are better positioned to provide accurate, valid and reliable data in a timely manner."

The EEOC recommends that employers required to file EEO-1, EEO-3 and EEO-5 survey reports start to prepare to the data to be submitted in 2021. The EEOC press release also states that "...the EEOC would expect to begin collecting the 2019 and 2020 EEO-1 Component 1 in March 2021 and will notify filers of the precise date the surveys will open as soon as it is available. The EEOC would expect to begin collecting the 2020 EEO-3 and the 2020 EEO-5 in January 2021 and will notify filers of the precise date the surveys will open as soon as it is available."

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