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EEOC Extends EEO-1 Filing Deadline

On February 1, the EEOC announced that the deadline for employers to submit the EEO-1 Report will be extended until May 31, 2019. Citing the partial lapse in appropriations, the agency said that the opening of the EEO-1 survey has been postponed until early March 2019. Additional details and instructions for 2018 filers, including the date on which the EEO-1 survey site will open, are expected shortly.

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Background

Federal regulations require all private employers with 100 or more employees — and federal contractors or first-tier subcontractors with at least 50 employees and a federal contract, sub-contract, or purchase order amounting to \$50,000 or more — to file the Employer Information Report EEO-1 with the U.S. Equal Employment Opportunity Commission's (EEOC's) EEO-1 Joint Reporting Committee on or before March 31 of each year. The EEO-1 Report contains employee race, ethnicity, and gender data by job category.

EEO-1 filing period delayed

To what extent, if any, the recently ended partial government shutdown would affect the 2018 EEO-1 filing cycle has been the subject of some speculation. On February 1, the EEOC announced that the deadline to submit EEO-1 data will be extended from March 31, 2019 to May 31, 2019. Citing the partial lapse in appropriations, the agency also confirmed that the opening of the EEO-1 survey site for 2018 filings has been postponed until early March 2019 — but did not specify precisely when the site would open. Filers should check the EEO-1 website in the coming weeks for updates.

The EEOC also reminded employers that have a company contact update to send an email to E1.Techassistance@eeoc.gov. The agency also asked companies that experienced any mergers or acquisitions between January 2018 and December 31, 2018 to email E1.Acquisitionsmergers@eeoc.gov and to send any spinoff-related emails to E1.SPINOFFS@EEOC.GOV.

In closing

The EEOC has postponed the opening of the EEO-1 survey site until early March 2019 and extended the deadline for submission of the 2018 EEO-1 Report until May 31, 2019. Additional details and instructions for 2018 filers are expected shortly.

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