



# EEOC Won't Collect Employer EEO-1 Data in 2020 Due to Coronavirus

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The Equal Employment Opportunity Commission (EEOC) announced on May 7 that it will delay until March 2021 collection of EEO-1 Component 1 information—which asks for the number of employees who work for a covered business sorted by job category, race, ethnicity and gender.

"The EEOC 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," the agency said in a statement. "Delaying the collections until 2021 will ensure that EEO filers are better positioned to provide accurate, valid and reliable data in a timely manner."

*[SHRM members-only HR Q&A: What are the filing requirements for the EEO-1 form? ([www.shrm.org/resourcesandtools/tools-and-samples/hr-qa/pages/newfilingrequirements.aspx](http://www.shrm.org/resourcesandtools/tools-and-samples/hr-qa/pages/newfilingrequirements.aspx))]*

Under federal law, businesses with at least 100 employees and federal contractors with at least 50 employees and a contract of \$50,000 or more with the federal government generally must file the EEO-1 form each year. The EEOC uses information about the number of women and minorities companies employ to support civil rights enforcement and analyze employment patterns, according to the agency.

This article will be updated with an analysis of this development.

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