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EEO-1 data reporting requirements



Job Categories	Annual Salary or Hourly Rate	Number of Employees (Report employees in only one category)														Total On-Balance	
		Hispanic or Latino		Non-Hispanic or Latino								Female					
		White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander		Two or More Races
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O			
Executive/Senior Level Officials and Managers	\$12,500 and under																
	\$12,500 - \$24,999																
	\$25,000 - \$37,499																
	\$37,500 - \$49,999																
	\$50,000 - \$62,499																
	\$62,500 - \$74,999																
	\$75,000 - \$87,499																
	\$87,500 - \$100,000																
	\$100,000 - \$125,000																
	\$125,000 - \$150,000																
\$150,000 and over																	



COMPONENT 1 DATA DUE FOR 2019 AND 2020

CFO Daily News

EEO-1 data reporting requirements. EEO-1 pay data reporting requirements.

Updates regarding the 2022 EEO-5 data collection will be posted at www.EEOCdata.org/eo5 as they become available. This website uses cookies to improve user experience, track anonymous site usage, store authorization tokens and permit sharing on social media networks. The filing by eligible local unions is required under section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e-8(c), 29 CFR 1602.22 and 27-28. The 2021 EEO-1 Component 1 data collection is tentatively scheduled to open on Tuesday, April 12th, 2022. EEO-5 Data Collection (Elementary - Secondary Staff Information Report) The 2020 EEO-5 Data Collection is now CLOSED. Employers meeting the reporting thresholds have a legal obligation to provide the data; it is not voluntary. Once the February 15th, 2022 deadline passes, NO additional 2021 EEO-4 Reports will be accepted. The EEOC collects workforce data from employers with more than 100 employees (lower thresholds apply to federal contractors). The Filer Support Team will resume normal operations immediately prior to the opening of the 2021 EEO-1 Component 1 data collection. EEO-3 Data Collection (Local Union Report) The 2020 EEO-3 Data Collection is now CLOSED. Click here to read more about how we use cookies. The Elementary - Secondary Staff Information Report (EEO-5), EEOC Form 168A, also referred to as the EEO-5 Report, is a mandatory biennial data collection that requires all public elementary and secondary school systems and districts with 100 or more employees to submit demographic workforce data, including data by race/ethnicity, sex, and activity assignment classification. Pending 2021 EEO-4 Help Desk Ticket: If you have a pending help desk ticket, please be advised that the EEO-4 Filer Support Team is continuing to process those tickets and will be contacting you as soon as possible. The Local Union Report (EEO-3), EEOC Form 274, also referred to as the EEO-3 Report, is a mandatory biennial data collection that requires local unions, specifically local referral unions with 100 or more members, to submit demographic workforce data including membership, applicant, and referral information by race/ethnicity and sex. The 2022 EEO-3 data collection is tentatively scheduled to open on Tuesday, August 23rd, 2022. No additional 2020 EEO-5 Reports will be accepted. The EEO-5 Filer Support help desk is no longer accepting new requests for assistance. Although the data is confidential, aggregated data is available to the public. 2021 EEO-4 (State and Local Government Information Report) Data Collection Update: Final Submission of 2021 EEO-4 Reports The deadline to submit and certify the mandatory 2021 EEO-4 Report was Tuesday, January 4th, 2022. If your state or local government has not yet filed its 2021 EEO-4 Report(s), please do so as soon as possible and no later than Tuesday, February 15th, 2022 in order to comply with the EEOC's mandatory filing requirements. The Filer Support Team will resume normal operations immediately prior to the opening of the 2022 EEO-5 data collection. EEO-1 Component 1 Data Collection (Employer Information Report) The 2019 and 2020 EEO-1 Component 1 data collections are now CLOSED. No additional 2020 EEO-3 Reports will be accepted. The EEO-3 Filer Support help desk is no longer accepting new requests for assistance. The 2022 EEO-5 data collection is tentatively scheduled to open on Tuesday, September 27th, 2022. The filing by eligible State and local governments is required under section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e-8(c), 29 CFR 1602.30 and .32-37. This information is shared with other authorized federal agencies in order to avoid duplicate collection of data and reduce the burden placed on employers. Updates regarding the 2022 EEO-3 data collection will be posted at www.EEOCdata.org/eo3 as they become available. Filers may also contact the EEO-4 Filer Support Team at EEO4FilerSupport@EEOCdata.org. Each of the reports collects data about gender and race/ethnicity by some type of job grouping. The filing by eligible school systems or districts is required under section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e-8(c), 29 CFR 1602.39 and 41-45. The tentative deadline to file the 2021 EEO-1 Component 1 Report is Tuesday, May 17th, 2022. Updates regarding the 2021 EEO-1 Component 1 data collection will be posted to www.EEOCdata.org/eo1 as they become available. The State and Local Government Information Report (EEO-4), EEOC Form 164, also referred to as the EEO-4 Report, is a mandatory biennial data collection that requires all State and local governments with 100 or more employees to submit demographic workforce data, including data by race/ethnicity, sex, job category, and salary band. Filers should visit the EEO-4 website at www.EEOCdata.org/eo4 for the latest filing updates and additional information. By visiting the EEO-4 Filer Support Center located at www.EEOCdata.org/eo4/support, filers can request assistance as well as find helpful resources, including the 2021 EEO-4 Instruction Booklet, FAQs and a Fact Sheet. The data is collected using the reports below and is used for a variety of purposes including enforcement, self-assessment by employers, and research. No additional 2019/2020 EEO-1 Component 1 Reports will be accepted. The EEO-1 Filer Support help desk is no longer accepting new requests for assistance. By continuing to browse this website you accept the use of cookies. The EEO-1 Component 1 report is a mandatory annual data collection that requires all private sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data, including data by race/ethnicity, sex and job categories. The filing by eligible employers of the EEO-1 Component 1 Report is required under section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-8(c), and 29 CFR 1602.7-14 and 41 CFR 60-1.7(a). The Filer Support Team will resume normal operations immediately prior to the opening of the 2022 EEO-3 data collection.

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