

Employer Alert: The 2022 EEO-1 Reporting Window Will Open Soon

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The [U.S. Equal Employment Opportunity Commission](#) (“EEOC”) recently announced that the collection window will open in “mid-July” 2023. Covered employers should expect to have about one (1) month to upload/file their 2022 EEO-1 Component 1 data through the EEOC’s website before the window closes. Employers should do what they can now to prepare for submission.

Employers who are required to file EEO-1 reports include:

- Private-sector employers that are subject to Title VII of the Civil Rights Act of 1964 (Title VII) and have 100 or more employees;
- Employers subject to Title VII with fewer than 100 employees if the employer is affiliated with another company so as to be considered legally as a single enterprise employing a total of 100 or more employees; and
- Certain federal contractors employing 50 or more employees.

Although the EEOC added an “X” gender marker as a part of the intake process last year, there is no current equivalent for EEO-1 reporting of non-binary individuals. Employers who want to include this information can use the remarks section of the EEO-1 report.

Employers are required to retain a copy of the most recent EEO-1 report filed at each reporting unit.

If you are an employer with questions regarding EEO-1 Component 1 Report, please contact [Tracy Armstrong](#) or another member of the Wilentz [Employment Law](#) Team.

Attorney

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Practice

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