**EEO-1 Reporting is Already Back!**

You now have your marching orders for 2024: you’ll have to turn over your workforce demographic data to federal regulators between April 30 and June 4. Sound familiar? Why yes, you did just file your 2022 EEO-1 reports a few weeks ago in December 2023 and January 2024. But it’s EEO-1 season once again, and with this week’s announcement from the EEOC, the time is now to begin your work. Private employers with at least 100 employees and federal contractors with at least 50 employees need to begin sorting data by employee job category, as well as sex and race/ethnicity, to turn over to the Equal Employment Opportunity Commission (EEOC) during the upcoming reporting window. Here’s what you need to know about filing your 2023 EEO-1 Component 1 data this year and the five steps you’ll want to take ahead of the approaching deadline.

Key Dates and Resources

Before we dive in with your five-step strategy plan, here is a one-stop shop with all the resources you’ll need to master this year’s EEO-1 season.

* As announced this week, the 2023 EEO-1 Component 1 data collection window will open on Tuesday, April 30. The deadline to file is Tuesday, June 4.
* The EEOC anticipates posting the 2023 EEO-1 Component 1 Instruction Booklet and the 2023 Data File Upload Specifications by March 19. We’ll add links here once those are posted.
* The EEOC’s EEO-1 Component 1 online Filer Support *Message Center*(which serves as its filer help desk) will open on April 30 to assist you with any questions you may have. We’ll add a link once that center is active.