

# LABOR AND EMPLOYMENT LAW

## INFORMATION MEMO

JUNE 9, 2025

## Reporting Reminder: EEO-1 Filing Deadline is June 24, 2025

The U.S. Equal Employment Opportunity Commission (EEOC) opened its EEO-1 filing platform on May 20, 2025. The deadline for employers to file their EEO-1 reports will be Tuesday, June 24, 2025.

### Changes for the 2024 Data Reporting Process

The EEOC and the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) regulations require all private sector employers with 100 or more employees and certain federal contractors who are prime contractors or first tier subcontractors with 50 or more employees to file EEO-1 reports annually through the EEOC's dedicated website for EEO-1 component 1 data collection. While Executive Order 11246 was rescinded, the EEOC still requires federal contractors with 50 or more employees to file EEO-1 reports on their 2024 data. Additionally, a private employer with fewer than 100 employees must file an EEO-1 Component 1 report if the employer owns, is owned by and/or is affiliated or associated with another employer or there is a centralized or common ownership, control or management so that the group of employers constitutes a single enterprise and/or integrated enterprise and the entire enterprise has 100 or more employees during an employer selected pay period in the fourth quarter (i.e., Oct. 1 through Dec. 31) of the reporting year. The EEO-1 report requires the submission of demographic workforce data to the EEOC, including data by job category and sex and race or ethnicity.

Notably, the EEOC has shortened the 2024 EEO-1 Component 1 filing cycle. Unlike past years, employers will face a hard deadline for all filings of 11:00 p.m. (EDT) on June 24, 2025, with no extensions. Another change in this year's filing process is that the EEOC is no longer sending notifications via postal mail. All official communications related to EEO-1 reporting will now be sent electronically.

Consistent with President's Trump's Executive Order 14168, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, the EEOC will only accept employee data categorized by male or female during this EEO-1 filing. The new instruction booklet for reporting for the 2024 cycle removes the option to report employees as nonbinary. In the past, employers were allowed to report such employees in the "comments" section of the survey. If an employee chooses not to voluntarily self-identify their gender or self-identifies as nonbinary, the federal government requires the company to determine this information by visual survey and/or other available information.

Employers must file their EEO-1 reports through the web-based filing system, which is accessible at [www.eeocdata.org/eeo1](http://www.eeocdata.org/eeo1). The EEOC has published a webpage with resources for employers, including frequently asked questions (FAQs), a user guide, and other resources. The 2024 EEO-1 Component 1 Data Collection Instruction Booklet can be found at the following link: <https://www.eeocdata.org/EEO1/home/instructionbooklet>

Notably, federal contractors who have federal contracts or subcontracts totaling \$150,000 or more must file the annual VETS-4212 report to the Department of Labor by Sept.30, 2025. Data reported through form VETS-4212 is used by OFCCP in Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) compliance evaluations.

For more information regarding these filing deadlines or compliance with the OFCCP's affirmative action requirements, please contact [Christa Cook](#) or any of the attorneys in Bond's [labor and employment practice](#).

