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## Eeo reporting requirements for employers

On August 29, the White House pressed for a pause in rules requiring companies with more than 100 employees to share with the government data on how to pay employees based on race and gender through EEO-1 reporting. The intended purpose of the rule? To close the gender pay gap. What was the problem? Companies with more than 100 employees and more than 50 employees were required to report detailed payroll data to the Equal Employment Opportunity Commission (EEOC) for the annual EEO-1 report. Employers had to report W-2 wage information (especially Box 1) for employees who earned wages from \$19,000 to \$208,000 or more, and the total hours they worked for all employees based on race, ethnicity, and gender. The proposed rules grouped workers into 10 categories, from service employees to managers to executives. The Office of Management and Budget (OMB) suspended the rule from taking effect for further review, arguing that asking employers to collect more comprehensive payroll data would strain employers' resources. Many have argued that comparing employees through wages oversimplifies how complex the wage gap problem really is. Previously, employers had to file EEO-1 reports by September 30 each year. However, the filing deadline was pushed back to March 31, 2018, under the proposed rules. That date is still valid and employers must be prepared to file their annual report online by March 31 next year. Not all employers are required to file annual reports, and only employers who meet the following requirements: More than 100 employee companies employing more than 100 employees employing more than 50 employees and EEO annual reports of more than \$50,000 require companies to collect employment data by race and race, gender, and occupation category. All full-time and part-time employees must be included in the report, and all employees in all 50 states and the District of Columbia must be included in the report. This information is private and non-public. To make this submission, employers must use payroll data for the pay period in October, November, or December 2017. Tips for employers Some believe the pay gap can be explained by differences in skills, experience or preferences. Others disagree. Politics is a day-to-day reality for most women, so be careful about your approach to paying for equality debate. It is recommended to assess the compensation structure for wage gaps and discriminatory wage practices. And remember that no solution is simple and the solution does not work for all employers. The other thing you can do: make sure you already comply with employment laws even if the EEOC cracks down on enforcement. It's a good way for employers to ask applicants how much money they currently earn and avoid a pay secrecy policy that allows employees to discuss compensation publicly. Be more transparent, check wages, post pay ratios, and information when working with ads. Recognize and advocate for employees before employment regulations become law. There are five federal statutes prohibiting wage discrimination based on age, race, ethnicity, or disability: the Equal Wage Act (EPA), title VII of the Civil Rights Act of 1964, employment law (ADEA) age discrimination, and the Americans with Disabilities Act (ADA). Executive Order 11246 prohibits discrimination by federal contractors. The smartest thing to do is to follow what's happening in the human resources industry and political circles that affect employees and employees. Staying ahead of change is half the battle. The Employer Information Report EEO-1, also known as the EEO-1 Report, must be submitted to the EEO-1 Joint Reporting Committee of the U.S. Equal Employment Opportunity Commission. The deadline for submissions for the 2014 EEO-1 survey is September 30, 2014. Notices will be mailed to employers from July 2014. The most preferred way to complete an EEO-1 report is through a web-based reporting system. Online submissions require you to log in to your company's database with your login ID and password. All companies must receive 2014EEO-1 filing materials by mail by mid-August 2014 at the latest. If you are unable to find your login ID and/or password, e1lostloginpassword@eoc.gov EEO-1 Joint Reporting Committee for information. EEO-1 report no details and no advantages installed: online forms are completely web-based. There is no software to download or install. Data reuse: Information is pre-populated from the previous year as much as possible to speed up data entry. Security: Data is transmitted over the Internet using encryption to ensure privacy. Historical access: Access up to 10 years of EEO-1 data for your facility. EEO-1 Submission Question: What is the EEO-1 Report? The EEO-1 report is a compliance survey report that is prescribed by federal statutes and regulations and requires company employment data to be classified by race or race, gender, and occupation category. Sample copies of EEO-1 forms and instructions are used in the form. Who is required to submit an EEO-1 report? All companies that meet the following criteria must file an EEO-1 report annually: (1) it was amended under Title VII of the Civil Rights Act of 1964, more than 100 employees (2) were revised under Title VII of the Civil Rights Act of 1964, and more than 100 employees (2) were revised under Title VII of the Civil Rights Act of 1964. As amended, if the Company is owned by another company or is corporately affiliated, employs fewer than 100 employees, and the entire company employs a total of more than 100 employees (three) federal major contractors or tier 1 subcontractors under Executive Order 11246, and must submit more than 50 employees and more than 50 key employees or primary subcontractors worth \$50,000? Annual EEO-1 Submission Deadline September 30. How do I get my company's login ID and password? If you are the company's designated EEO-1 contact for the company's prior year EEO-1 report, e1lostloginpassword@eoc.gov email request to the company. If you are the company's new designated EEO-1 representative, please contact the EEO-1 Joint Reporting Committee. Where should I send a copy of the completed EEO-1 report? If you are submitting files online, you don't need to send anything to us. If you use a paper form (request only), we will mail the original signed report to the EEO-1 Joint Reporting Committee. Keep a copy of the EEO-1 report for the file. What is your company's EEO-1 identification number? The number printed on the EEO-1 form in the 'Company Name and Address' sheet or CO=XXXXXXX is a unique identification number assigned to the company. The numbers displayed in the company's database located in the EEO-1 online reporting system or printed on form EEO-1 are unique identification numbers for U=XXXXXXX to establish the company. The unit number does not change for the facility. Company numbers and unit numbers are used together to identify establishments in a company. Our company has merged with another corporation. How do I complete the EEO-1 report? e1acquisitionsmergers@eoc.gov email us. Do EEO-1 reports need data on job seekers? The Lol EEO-1 report only demands data by race or ethnicity, gender, and employee job category. For paper EEO-1 forms and EEO-1 data files, what general quick checks can be made for the accuracy of reported employment? Single-founded company: Line 10, Column A, Section D - Employment data must be the same as the sum of line 10 of column B-K. Multi-company: The total sum stated in the Headquarters Report, Establishment Report and/or Establishment List (where we employ fewer than 50 employees) must be the same as the employment amount specified in the Consolidated Report or EEOC Form 352B. Are first-level supervisors (e.g. typing pools, maintenance crews, etc.) classified as management and managers? First-level supervisors who regularly join employees under supervision to do lol work on their own should be classified along with the supervisors. How do I get EEOC-approved specifications www.eoc.gov/employers/eo1survey/jobclassguide.cfm for the EEO-1 alternate reporting format (e.g., data files, sample copies of EEO-1 forms, instructions, and EEO-1 job classification guides) by visiting to help assign employees to the correct job categories? Each of the above named documents can be printed from the following web site: www.eoc.gov/employers/eo1survey/index.cfm. Can I use employment data for my pay period during the current survey year? Lol employment data should be used in the third quarter of the current survey year (1 in July, August, or September) in the payroll period. How do employers file EEO-1 reports? We strongly recommend EEO-1 reports are submitted through the EEO-1 online reporting system or as electronic transmitted data files. Paper EEO-1 forms are generated only on request and only in extreme cases where internet access is not available to employers. Instructions on how to submit www.eoc.gov/employers/eo1survey/howtofile.cfm available on the EEOC website. Is EEO-1 data confidential? Yes, the commission is required by law to keep individual employer EEO-1 reports strictly confidential. What do EEOC and OFCCP do with EEO-1 survey data? EEOC and OFCCP have been using EEO-1 since 1966. The EEOC uses this data to support civil rights enforcement. The EEOC also uses data to analyze employment patterns, such as representation of women and minority workers in businesses, industries, or regions. OFCCP uses EEO-1 data to determine which employer facility to choose for a compliance assessment. OFCCP's system uses statistical assessments of EEO-1 data to select facilities with the greatest potential for systematic discrimination. Where can employers find more information about EEO-1? General information about EEO-1 is www.eoc.gov/employers/eo1survey/index.cfm the EEOC website on The New York City. Source: U.S. Equal Employment Opportunity Commission speaks with Alltrust experts and call 727.772.4200 or click here. Want more articles like this? Click here to subscribe to the blog. Blog.