

*Eye On Washington*

# Regulatory Update



A more human resource.®

## Deadline to Submit EEO-1 Report Extended

The United States Equal Employment Opportunity Commission (EEOC) has announced that the Employer Information Report EEO-1, commonly known as the EEO-1 Report opening and deadline for submission has been extended. In the announcement, the EEOC stated in part as follows:

Due to the recent partial lapse in appropriations, the opening of the EEO-1 has been postponed until early March 2019. The deadline to submit EEO-1 data will be extended to May 31, 2019. Details and instructions for the 2018 EEO-1 Report filers will be forthcoming. Please continue to visit the EEO-1 website in the coming weeks for schedule updates.

As background, Title VII of the Civil Rights Act of 1967, as amended by the Equal Employment Opportunity Act of 1972, requires that all employers with at least 100 employees that are located in the 50 states and the District of Columbia and certain federal government contractors are required to file the EEO-1 survey annually with the EEOC. The purpose of the EEO-1 is for employers to report on the racial/ethnic and gender composition of their workforce by specific job categories. It must include the required employment data from any pay period occurring during October through December, and be filed, as a general rule, by March 31st of the following year.

For a copy of the EEOC announcement, click on the link provided below.

<https://www.eeoc.gov/employers/eo1survey/index.cfm>

### ADP Compliance Resources

ADP maintains a staff of dedicated professionals who carefully monitor federal and state legislative and regulatory measures affecting employment-related human resource, payroll, tax and benefits administration, and help ensure that ADP systems are updated as relevant laws evolve. For the latest on how federal and state tax law changes may impact your business, visit the ADP *Eye on Washington* Web page located at [www.adp.com/regulatorynews](http://www.adp.com/regulatorynews).

ADP is committed to assisting businesses with increased compliance requirements resulting from rapidly evolving legislation. Our goal is to help minimize your administrative burden across the entire spectrum of employment-related payroll, tax, HR and benefits, so that you can focus on running your business. This information is provided as a courtesy to assist in your understanding of the impact of certain regulatory requirements and should not be construed as tax or legal advice. Such information is by nature subject to revision and may not be the most current information available. ADP encourages readers to consult with appropriate legal and/or tax advisors. Please be advised that calls to and from ADP may be monitored or recorded. If you have any questions regarding our services, please call 855-466-0790.