

Compliance Alert!

2026 EEO-1 FILING REQUIREMENTS – DON'T RELY ON THE RUMORS

Current Status of EEO-1 Reporting

In May 2026, the Equal Employment Opportunity Commission (EEOC) proposed rescinding the EEO-1 reporting requirements. If finalized, this proposal would eliminate the requirements that covered employers annually report workplace demographic information, including demographic information by race, ethnicity, sex, and job category.

However, as of July 2026 this proposal has not been finalized and the existing EEO-1 reporting requirements remain in effect. Employers should not assume that EEO-1 reporting has been eliminated. Until the EEOC issues final rules, covered employers should continue complying with existing requirements and continue collecting workforce demographic data in preparation for a potential filing.

Who Must File

Most private employers with 100 or more employees are required to file an annual EEO-1 report. The EEO-1 report requires covered employers to report workforce demographic data, including employees by job category, race/ethnicity, and sex. The EEOC uses this information to enforce equal employment opportunity laws and monitor workforce trends.

Filing Deadline

The EEOC has not yet announced the 2026 filing deadline.

Employers with 100 or more Massachusetts employees that are required to file a federal EEO-1 report must also submit a copy of that report annually to the Massachusetts Secretary of the Commonwealth. Employers subject to Massachusetts reporting requirements may also wish to conduct a pay equity review to better understand their compensation practices before submitting required data. For multistate employers,

proactive coordination is essential to complying with varying obligations and due dates.

Recommended Action Steps

Covered employers should continue preparing for a potential filing by:

- Confirming whether they meet EEO-1 filing thresholds
- Reviewing HRIS and payroll data for accuracy
- Coordinating with HR, payroll, and legal advisors, as appropriate
- Confirming workforce demographic information is complete and accurate

Monitoring EEOC Announcements

Covered employers should continue monitoring EEOC announcements for updates to reporting requirements and official filing dates.

Bottom Line

Despite reports suggesting EEO-1 reporting may be eliminated, **nothing has changed yet.** If your organization is required to file an EEO-1 report, continue preparing as though the 2026 filing will occur until the EEOC announces otherwise.

HR@Work will keep you apprised of any updates.

YOUR HR RESOURCE PARTNER

IMPORTANT NOTE: This *Compliance Alert* is for informational purposes only. While we hope that our readers find it of great value, it does not constitute legal advice or opinion and is not a substitute for legal advice. We strongly recommend that readers seek legal advice from their own attorney.