

Federal Contract Compliance Co-Chair Discusses EEO-1 Reporting Deadline

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In an interview with *SHRM*, **Cheryl Behymer** explains what employers need to know about EEO-1 reporting, which will begin in July. The EEOC is requiring that all private employers with 100 or more employees and federal contractors with 50 or more employees file reports that summarize employee headcount by sex, race/ethnicity, and job category.

To comply with the reporting requirements, Cheryl explains that the EEOC takes the position that an employer should either use other employment-related documents or even a visual identification to identify the race/ethnicity of an employee who declines to self-identify. She believes that this puts employers in "the awkward position of potentially having to guess at these characteristics." Cheryl also notes that if the employer is also a federal contractor or subcontractor, it should review the additional data required for affirmative action compliance and ensure it is collecting and reporting that data as well.

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Cheryl L. Behymer

Senior Counsel
803.255.0000
Email

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