

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

## Description

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The EEO-1 Report must be filed by covered employers by June 24, 2025 at 11:00pm EDT. The reporting requirement applies to private employers with 100 or more employees in one workweek in the fourth quarter of 2024 and certain federal contractors with over 50 employees. When counting employees, affiliated companies are counted together and must file a multi-establishment report. New this year is that employers can no longer report employee gender as “nonbinary”. Employers who have a survey response indicating that an employee is “nonbinary” should treat that as a nonresponse and guess based upon visual observation and/or gender-identifying documents.

For more insight on the EEO-1 Report, please engage the members of our [Employment & Labor](#) law team.

## Date Created

June 17, 2025