



Industry Brief
**EEO-1 Sept 30th, 2019
deadline is approaching.
Are you ready?**

The Basics of EEOC Regulations

EEOC regulations make it illegal during hiring and employment decisions to discriminate against someone based on several protected characteristics, including race, gender, and ethnicity.



What is the EEOC Requirement?

A recent ruling has made significant changes to how you file your EEO-1 forms. On April 25, 2019, a federal court ruled that employers are now required to collect 2018 employee pay data and hours worked by race, ethnicity, and gender. That information must be submitted to the Equal Employment Opportunity Commission (EEOC) no later than September 30, 2019.

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What Companies are Required to File the EEO-1 Report?

All companies that meet the following criteria are required to file the EEO-1 report annually:

- Subject to Title VII of the Civil Rights Act of 1964, as amended, with 100 or more employees; or
- Subject to Title VII of the Civil Rights Act of 1964, as amended, with fewer than 100 employees if the company is owned by or corporately affiliated with another company and the entire enterprise employs a total of 100 or more employees;
- or, Federal government prime contractors or first-tier subcontractors subject to Executive Order 11246, as amended, with 50 or more employees and a prime contract or first-tier subcontract amounting to \$50,000 or more.

How Can Proliant Help?

Our People Tools helps your organization comply with the employment laws impacting your business, thereby reducing your exposure to violations, government audits, and penalties. We provide you with a central HR system to manage all of your employee records so you can keep data consistent and available in real-time.

- Our Applicant Tracking system enables you to find answers to standardized compliance questions using built-in filters, manage the application process from a dashboard and gather important information — such as EEOC requisition details — in real time to aid in compliance.
- Our reporting and real-time insights dashboards give you quick access to all the data you need to report back to the government.
- Our integrated Background Check features allows you to review applicants' records and background quickly from with our system.
- Our built-in E-Verify® capability allows you to instantly confirm an applicant's eligibility to work in the U.S., and reduce exposure to audits and penalties from I-9 violations.

For more information on the upcoming EEOC requirements, visit the following links:

Proliant Blog:

<https://blog.proliant.com/everything-you-need-to-know-about-the-new-eeo-1-reporting>

EEOC Website:

<https://www.eeoc.gov/>

