

EOCS-1 JOINT REPORTING COMMITTEE

- Bureau of Employment Opportunities Commission
- Office of Federal Contract Compliance Programs

Revised May 1988 (last)
Replaces EOCS-1000

EOCS-1 EMPLOYMENT OPPORTUNITY COMMISSION

WASHINGTON, D.C. 20501

EOCS-1 EMPLOYMENT OPPORTUNITY

STANDARD FORM 500, REV. January 2006, EMPLOYER INFORMATION REPORT EOCS-1

INSTRUCTION BOOKLET

The Employer Information EOCS-1 survey is conducted annually under the authority of Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e, as long as amended. All employers with 15 or more employees are covered by Title VII and are required to keep employment records as specified by Commission regulations. Based on the number of employees and Federal contract activities, certain larger employers are required to file an EOCS-1 report on an annual basis.

Not the Appendix for the applicable provisions of the law, Executive Order of Title VII, and the applicable regulations, Executive Order 14025 (40 CFR 101, Chapter XIV, Title 29 of the Code of Federal Regulations). State and local governments, without agencies and educational institutions are covered by other employment surveys and are excluded from Standard Form 500, Employer Information Report EOCS-1.

In the interests of consistency, uniformity and economy, Standard Form 500 has been jointly developed by the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs of the U. S. Department of Labor, as a single form which meets the statistical needs of both programs. In addition, this form should be a valuable tool for employers to use in evaluating their own internal programs for creating equal employment opportunity.

An important step in the filing of Standard Form 500 is required for each of its sub-sections. Under section 1000 of Title VII, the Equal Employment Opportunity Commission may require an employer to file this form by submitting an order from the United States District Court.

Under Section 1000 of Executive Order 11460, the selection for filing by a Federal contractor or subcontractor is complete only if the contractor or the Federal government contract and subcontract from which the contractor is.

1. WHICH ARE THE FOLLO

Standard Form 500 must be filed by —

(1) All private employers who are: (a) subject to Title VII of the Civil Rights Act of 1964, as amended, with 15 or more employees (EOCS-1000) those and local governments, private

and secondary school systems, institutions of higher education, Indian tribes and for-foreign private membership (the latter those later organizations) (EOCS-1000) subject to Title VII, who have been those 150 employees (2) the company is covered or affiliated with certain company, or have a substantial connection, covered or connection with an interest in or interest in personnel policies and labor relations or that the group legally constitutes a single company, and the other company employs a total of 150 or more employees.

(3) All Federal contractors (including companies, who are not subject to EOCS-1000) subject to Title VII, who have 50 or more employees; (4) all and private contractors or those who subcontract, and have a substantial connection or purchase order amounting to \$50,000 or more; (5) the owner or a subsidiary of government funds or any agency, or any of a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Notes.

Only those establishments located in the Office of Compliance and the 10 states are required to submit Standard Form 500. The report should be filed for establishments in those States the Single Federal or other American Publications.

2. HOW TO FILE

Survey Submission of EOCS-1 data through the EOCS-1 Online Filing System or an on electronically transmitted data file is strongly preferred. See paragraph 6, "EOCS-1 Advanced Reporting System."

Single-establishment employers. (i.e., employers doing business at only one establishment or one business location) complete a single EOCS-1 online data record or submit a single EOCS-1 paper report.

Multi-establishment employers. (i.e., employers doing business at more than one establishment) must complete either (1) a report covering that provided in Headquarters offices (2) a separate report for each establishment employing 100 or more persons; and (3) a separate report (Page 6 reveals that each establishment employing fewer than 100 employees, 100 or

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Lei Huang



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