

Equal Employment Opportunity and Affirmative Action in Greenhouse

Fulfilling government requirements

EEOC stands for the Equal Employment Opportunity Commission, the federal agency primarily tasked with enforcing federal laws preventing employment discrimination based on a candidate's race, religion, gender, national origin, age, disability, or veteran status. Most companies and organizations are covered by federal nondiscrimination laws, and while the rules apply to firings, promotions, harassment, training, wages, and benefits, we're most concerned with how they intersect with the hiring process. Many companies prefer to proactively track and analyze their hiring data to help demonstrate compliance with applicable nondiscrimination laws.

The federal framework in this area has changed significantly, and continues to change. For years, this guide described a single, unified set of affirmative-action-planning obligations under Executive Order 11246, triggered once a contractor reached a certain size and contract value. That's no longer accurate.

Practical effect: as of September 21, 2026, veteran status is the only with a current legal basis for mandatory self-ID collection under OFCCP's contractor framework. Once the Section 503 change takes effect, that narrows further to veteran status alone, absent additional rulemaking.

Given how much this has shifted — and is likely to keep shifting — treat any specific figures, thresholds, or category list here as a snapshot rather than a standing rule, and confirm current requirements with OFCCP ([dol.gov/agencies/ofccp](https://www.dol.gov/agencies/ofccp)) or your legal counsel before configuring what you collect.

Configuring self-identification collection in Greenhouse

Site Admins can make the Rejection Reasons field mandatory on the Configure > Permission Policies page, and the EEOC form can be enabled on each individual position's Job Post. By enabling the EEOC form, Greenhouse will solicit demographic information from job candidates using a voluntary survey.

The questions included on the voluntary survey are uneditable, because the survey wording is tied to federal guidance and even seemingly minor changes could be inconsistent with OFCCP's expectations. Results are anonymized and compiled into the EEOC report, which is only accessible to Site Admins with explicit permission to see it.

If your organization is a covered federal contractor, we recommend reviewing which categories you're currently enabling against your present legal basis for collecting each one, rather than assuming all four categories below are equally required:

Category	Current status (as of this writing)
Race	No longer tied to a mandatory federal collection requirement
Gender	No longer tied to a mandatory federal collection requirement
Veteran status	Currently required for covered contractors
Disability status	Starting September 21, 2026, no longer tied to a mandatory federal collection requirement

Promoting company diversity

While the EEOC form exists to help fulfill federal requirements that apply to a subset of Greenhouse customers, some companies see an opportunity to use similar data to audit and promote diversity initiatives in their own hiring more broadly. From analyzing which sources produce diverse candidate pools to identifying deficiencies in recruiting processes, there are plenty of well-intentioned reasons a company might want to review recruiting data at a more granular level than the standard report provides.

This is worth calling out explicitly now that the federal self-ID categories have narrowed: if you want to continue collecting race, gender, or disability demographic data for internal diversity purposes, the fixed EEOC questionnaire is no longer the right vehicle for that, since it's designed around federal contractor requirements specifically. Greenhouse Recruiting's custom demographic questions and DE&I reporting (available on Pro tiers) are built for exactly this use case and aren't constrained to the federally-prescribed question set.

As always, we recommend speaking with your legal counsel to understand the benefits and risks of collecting and reviewing this type of information, particularly given how much the underlying legal landscape has shifted.