



# 2026 Compliance Calendar

# Contents

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Introduction—Your 2026 Compliance Calendar .....	2
Unknown and Organization-Specific Dates .....	3
<b>January 2026</b> .....	4
<b>February 2026</b> .....	5
<b>March 2026</b> .....	6
<b>April 2026</b> .....	7
<b>May 2026</b> .....	8
<b>June 2026</b> .....	9
<b>July 2026</b> .....	10
<b>August 2026</b> .....	11
<b>September 2026</b> .....	12
<b>October 2026</b> .....	13
<b>November 2026</b> .....	14
<b>December 2026</b> .....	15
Conclusion / About Affirmity .....	16



# Introduction—Your 2026 Compliance Calendar

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**In this calendar, we help you track key dates for 2026, including deadlines and portal openings for U.S. federal, state, and local compliance laws (with some major Canadian dates of note to cover all of your North American operations).**

In addition to placing static dates on a 12-month calendar, we've also provided space for all of the self-defined and contract-specific deadlines unique to your organization.

So, stay ahead of all your deadlines in one place, and keep this calendar close at hand!



# Unknown and Organization-Specific Dates

## What Is the Deadline for EEO-1 Reporting?

The EEO-1 deadline has been somewhat unpredictable for most of the last decade and had not been announced as of March 2026. Previous dates include:

- 2025: Opened May 20, closed June 24
- 2024: Opened April 30, closed July 9
- 2023: Opened April 30 2024, closed June 4 2024
- 2022: Opened October 31 2023, closed January 9 2024

While these dates lean towards the first half of the year, our best practice advice would be to ensure your data is always ready to go and to expect the window to open at any time.

## Deadlines for You to Add

The compliance requirements listed to the right have annual deadlines that can either be defined by your organization, or are specific to the terms of your organization’s contracts or activity.

### **Federal Requirements**

VEVRAA Affirmative Action Plans:

Section 503 Affirmative Action Plans:

U.S. Department of Health and Human Services (HHS) New Hire Reporting:

### **State/Local Requirements**

Arkansas Equal Opportunity Policy:

Arizona Compliance Report:

Connecticut State Contractors AA/EEO:

Illinois Equal Pay Registration Certificate (EPRC) & Pay Data Reporting:

Illinois State Contractors AA/EEO:

Indiana New Hire Reporting:

Minnesota Certificate of Compliance (AAP):

New Jersey Employee Information Report (Form AA-302) and Vendor Activity Summary Report (N.J.A.C. 17:27):

New York (City) Pay Data Reporting:

New York (State) Workforce Utilization Report:

San Francisco Equal Pay Report:

### **Global Requirements**

Canada Federal Contractors Program:

### **Other Dates**

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### **Your Deadline**

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### **Your Deadline**

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### **Your Deadline**

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# January 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				<b>1</b> CA Harassment Training Ontario - Pay Transparency New Year's Day	<b>2</b>	<b>3</b>
<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b> Review and plan annual training requirements	<b>10</b>
<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>18</b>	<b>19</b> Martin Luther King Jr. Day	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b> Confirm posters are updated / accurate	<b>31</b>

## On the Calendar

**January 1:** California sexual harassment training deadline

**January 1:** Ontario - Pay Transparency

**January 9:** Review and plan annual training requirements—Section 503 AAP, VEVRAA AAP, Outreach Effectiveness, Job Listing verification with state ESDS (suggested date)

**January 30:** Confirm labor law posters are updated/accurate (suggested date)

## Also This Month

- Prepare data for talent decision analysis (IRAs) and AI audit (high-volume hiring industries only)
- Conduct compensation benchmarking
- Minimum wage and tax update

**January 31:** Form 940 (Federal unemployment tax act) filing

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

# February 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>1</b>	<b>2</b> MA EEO/Wage Reporting Deadline Groundhog Day	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b> Super Bowl	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b> Valentine's Day
<b>15</b>	<b>16</b> Presidents' Day	<b>17</b>	<b>18</b> Ash Wednesday	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b> Washington's Birthday	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b> Schedule and conduct annual pay equity analysis	<b>28</b>

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

## On the Calendar

**February 2:** Massachusetts EEO-1/Wage Reporting Deadline

**February 27:** Schedule and conduct annual pay equity analysis (suggested date)

## Also This Month

- Prepare data for talent decision analysis (IRAs) and AI audit (high-volume hiring industries only)
- Quarterly training
- Poster Update: Washington D.C.'s paid leave policy goes into effect

**February 1:** OSHA log certification (forms 300, 300A, 301) for prior year

**February 1 to April 30:** OSHA 300A Posting Requirements

**February 2:** W-2 and 1099 Furnishing Deadline

**February 2:** W-2/W-3 Filing with SSA

**February 10:** Form 941 Quarterly Federal Tax Return

# March 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8 Daylight Savings /International Women's Day	9	10	11	12	13	14
15	16	17 St Patrick's Day	18 ACTS Submission Deadline	19	20 Spring Equinox	21
22	23	24	25	26 Women's Equal Pay Day	27	28 Earth Hour
29	30	31 Prepare data for quarterly talent decision analysis (IRAs) and AI audit				

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

## On the Calendar

**March 18:** ACTS Submission Deadline—data collection requirement for colleges and universities (new for 2026)

**March 31:** Prepare data for quarterly talent decision analysis (IRAs) and AI audit (suggested date)

## Also This Month

**March 2:** OSHA Electronic Submission (ITA)

**March 2:** ACA 1095 C Employee Furnishings

**March 2:** Form M-1 (MEWA filing)

**March 31:** ACA 1094-C/1095-C IRS Filing Deadline

**March 31:** State Level ACA Filings—California, New Jersey & Rhode Island, Massachusetts

# April 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			<b>1</b> Annual DEI audit	<b>2</b> Holy Thursday	<b>3</b> Good Friday	<b>4</b>
<b>5</b> Easter	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b> Tax Day	<b>16</b>	<b>17</b>	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b> Arbor Day	<b>25</b>
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>		

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

## On the Calendar

**April 1:** Annual DEI Audit (suggested date)

## Also This Month

- Prepare data for talent decision analysis (IRAs) and AI audit (high-volume hiring industries only)
- Keep an eye out for the EEO-1 Portal notification—typically opens April/May timeframe

**April 30:** State Level ACA Filings—Washington DC

# May 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5 Cinco De Mayo	6	7	8	9
10 Mother's Day	11	12	13 CA SB 464 Reporting Deadline	14	15	16 Armed Forces Day
17	18	19	20	21	22	23
24	25 Memorial Day	26	27	28	29	30
31						

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

## On the Calendar

**May 13:** CA SB 464 Reporting Deadline—a.k.a. California Pay Data Reporting

## Also This Month

- Perform hiring decisions analysis and AI audit (high-volume hiring industries only)
- Quarterly training

# June 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<b>1</b> Employment Equity Act (LEEP) (Canada)	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b> Flag Day	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b> Juneteenth	<b>20</b>
<b>21</b> Father's Day/ Summer Solstice	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>28</b>	<b>29</b> Prepare data for quarterly talent decision analysis (IRAs) and AI audit	<b>30</b> Federal Pay Equity Act (Canada)				

## On the Calendar

**June 1:** Employment Equity Act (LEEP) (Canada)

**June 29:** Prepare data for quarterly or semi-annual talent decision analysis (IRAs) and AI audit (suggested date)

**June 30:** Federal Pay Equity Act (Canada)

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

# July 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4 Independence Day
5	6 Half-year reporting	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## On the Calendar

**July 6:** Half-year reporting—Perform half-year affirmative action-style reporting on race and sex to ensure ongoing compliance with Title VII and other EEO law

## Also This Month

- Prepare data for talent decision analysis (IRAs) and AI audit (high-volume hiring industries only)
- Check, and if necessary, replace your labor law posters

**July 31:** ERISA Form 5500 Filing

**July 31:** State Agencies in Iowa must file an annual report with the DAS on or before July 31

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

# August 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						<b>1</b> VETS-4212 Filing Opens
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>
<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>
<b>30</b>	<b>31</b>					

## On the Calendar

**August 1:** VETS-4212 Filing Opens

## Also This Month

- Prepare data for talent decision analysis (IRAs) and AI audit (high-volume hiring industries only)
- Quarterly training

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

# September 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7 Labor Day	8	9	10	11 Patriot Day	12
13	14	15	16	17	18 International Equal Pay Day	19
20	21	22	23 Autumnal Equinox	24	25	26
27	28	29 Prepare data for quarterly talent decision analysis (IRAs) and AI audit	30 VETS 4212 Reporting Deadline			

## On the Calendar

**September 29:** Prepare data for quarterly talent decision analysis (IRAs) and AI audit (suggested date)

**September 30:** VETS 4212 Reporting Deadline

## Also This Month

**September 15:** State Agencies in Delaware have Affirmative Action/EEO reporting due annually on or before September 15

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

# October 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12 Indigenous Peoples' Day/ Columbus Day	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31 Halloween

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

## Also This Month

- Perform hiring decisions analysis and AI audit
- Start preparations for 2027 compliance

**October 1:** State and regional transportation agencies EEO reporting deadline (moved from March 1)

# November 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>1</b> CA-BC Pay Transparency Act (Canada) Daylight Savings Ends	<b>2</b>	<b>3</b> Election Day	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b> Veterans Day	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b> Thanksgiving Day	<b>27</b>	<b>28</b>
<b>29</b>	<b>30</b>					

## On the Calendar

**November 1:** CA-BC Pay Transparency Act (Canada)

## Also This Month

- Prepare data for talent decision analysis (IRAs) and AI audit (high-volume hiring industries only)
- Quarterly training plan

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

# December 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
	Winter Solstice				Christmas Day	
27	28	29	30	31		

Key ▶ Federal Dates | ▶ State/Local Dates | ▶ Canadian Dates | ▶ Suggested Dates | ▶ Public Holiday and Observance Dates

## Also This Month

- Prepare data for talent decision analysis (IRAs) and AI audit (high-volume hiring industries only)
- Prepare data for annual reporting requirements

**December 15-31:** State Agencies in Iowa must file reports with the State Board of Regents and its institutions in the second half of December



# Conclusions

We hope you find this calendar useful—we will update it as more dates are announced throughout the year. Also, look out for our 2027 calendar, coming soon!

If you have any feedback on the dates we've included in this calendar, please reach out to us via our social media accounts or the contact us form below.

# Contact Affirmity Today

Get software and services support for these compliance dates and more—please get in touch to learn more.

Contact Us



## About Affirmity

Affirmity provides a robust portfolio of software, consulting services, and digital learning solutions that help global enterprise and mid-market companies foster a positive workforce culture through non-discrimination and merit-based employment practices. All solutions align with legal standards while minimizing workforce compliance risk.

Drawing on 50 years of experience, Affirmity guides HR and workforce compliance teams to easily analyze and benchmark workforce data. These critical data-driven insights ensure employee selection and compensation processes are fair, equitable, and compliant.

A part of [Learning Technologies Group plc](#) (LTG), Affirmity serves 25% of all Fortune 100 companies and has an average client base tenure of 12+ years.

For more, visit [affirmity.com](https://affirmity.com).

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