



Affirmative Action and Federal Contract Compliance

Overview

As a federal contractor, you often feel caught in the firing line. Staying in compliance with all of the laws governing your employment relationships is a daily challenge. You need lawyers focused on affirmative action and other federal contract compliance requirements.

The Fisher Phillips Affirmative Action and Federal Contract Compliance Practice Group knows that affirmative action is much more than just a numbers game. The Office of Federal Contract Compliance Programs (OFCCP) regulates nearly all aspects of your employment practices, whether you currently have federal contracts or are trying to win your first one. Bidding on and entering into government contracts without knowledge of all of these requirements is a recipe for losing money. Our attorneys can help you understand, consider, and comply with the plethora of applicable laws to make sure you're ready.

PREPARATION AND IMPLEMENTATION OF AFFIRMATIVE ACTION PROGRAMS

We prepare and update affirmative action programs to comply with federal, state, and local requirements, working with contractors and subcontractors. If a third-party vendor created your program, we can evaluate the plan to ensure it meets the latest standards. But after your plan is up and running, we go one step further – we help integrate your affirmative action plan into your workplace, considering how best to match your plan with your company culture.

TRAINING AND COMPLIANCE

We evaluate which laws cover your operations. By determining specific coverage obligations under Executive Order 11246, the Rehabilitation Act, Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), and other relevant contracting laws and Executive Orders, we help you understand the playing field in which you'll be competing. We also provide comprehensive evaluations of your

compliance. Above all, our goal is to provide you the tools not just to meet current compliance requirements, but to craft long-lasting solutions to address future issues. This includes working with you not only to implement, but to maintain, train, and educate your workforce on your affirmative action program, including diversity initiatives, in a proactive and strategic manner.

REPRESENTATION

We offer effective representation during OFCCP compliance reviews and associated administrative proceedings. We have strong relationships with the U. S. Department of Labor's Office of Federal Contract Compliance Programs and OFCCP offices across the country, and we can help maintain a professional working relationship so that you survive a government audit. If push comes to shove, we can defend an affected class assertion or negotiate a favorable Conciliation Agreement.

Insights

INSIGHTS

12/08/23

Employers Have One Last Chance for Compliance: Be Sure Your EEO-1 Report is Filed by January 9

Jennifer B. Sandberg

[Read more →](#)

INSIGHTS

12/01/23

FP's Workplace Law Forecast 2024

Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Colin P. Calvert, Kathleen McLeod Caminiti, Jocelyn Campanaro, Jennifer B. Carroll, Collin D. Cook, Laurel K. Cornell, Germán de la Garza De Vecchi, Michael P. Elkon, Todd Alan Ewan, Todd A. Fredrickson, Christopher C. Hoffman, David S. Jones, Usama Kahf, Karl R. Lindegren, Todd B. Logsdon, Todd A. Lyon, Michael R. Marra, Suzanne Kelly Michael, Michael S. Mitchell, Joshua D. Nadreau, Kristen J. Nesbit, Alden J. Parker, Cheryl Pinarchick, John M. Polson, Andrea Brizio Rivas, Andria Lure Ryan, Nan Sato, Todd B. Scherwin, Matthew R. Simpson, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, Hannah Sweiss, J. Hagood Tighe, Travis Vance, David J. Walton, Sheila M. Willis, Erica G. Wilson, William D. Wright, Robert Yonowitz

[Read more →](#)

INSIGHTS

12/01/23

Workplace Law Update: 10 Essential Items on Your December To-Do List

Emily Alvarez, Cheryl L. Behymer, Amanda M. Blair, Jessica D. Causgrove, Deepa K. Desai, Melissa A. Dials, Brian J. Gershengorn, Jennifer S. Kiesewetter, Courtney Leyes, Richard R. Meneghello, Katherine J. Mills, Joshua D. Nadreau,

INSIGHTS

11/10/23

Your 2023 Government Shutdown Playbook: An Essential Guide For Employers

Steven M. Bernstein, Benjamin M. Ebbink, Rick Grimaldi, Todd B. Logsdon, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Sheila M. Willis

[Read more →](#)

Raymond W. Perez, Robert M. Robenalt, Shane Stover,
Melanie L. Webber, Sarah Wieselthier

[Read more →](#)

INSIGHTS

11/07/23

FP Snapshot on Manufacturing Industry: 3 Things Employers Need to Know Before Filing Your EEO-1 Reports

Gregory D. Ballew, Stephen R. Gee

[Read more →](#)

NEWS

10/02/23

Affirmative Action and Federal Contract Compliance Co-Chair Discusses Supreme Court Ruling

Sheila M. Willis

[Read more →](#)

INSIGHTS

09/26/23

Your 2023 Government Shutdown Playbook: An Essential Guide For Employers

Steven M. Bernstein, Benjamin M. Ebbink, Rick Grimaldi, Todd B. Logsdon, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Sheila M. Willis

[Read more →](#)

[View All →](#)

Key Contacts

EVENT

10/26/23

Legal Updates and Rulings Impacting the Workplace

Steven M. Loewengart, Brian Balonick, Robert M. Robenalt, Alexandra LaCombe, Kevin E. Hess, Teresa J. Hardymon, Raymond W. Perez

[Read more →](#)

INSIGHTS

10/02/23

Workplace Law Update: 10 Essential Items on Your October To-Do List

Cheryl L. Behymer, Steven M. Bernstein, Shannon N. Cahill, Melissa (Osipoff) Camire, Jeffrey M. Csercsevits, Benjamin M. Ebbink, Rick Grimaldi, Krista L. Hurst, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Joshua D. Nadreau, Jennifer B. Sandberg, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Spencer W. Waldron, Sheila M. Willis

[Read more →](#)

EVENT

09/21/23

What Employers Need to Know About EEO-1 Reporting

Sheila M. Willis, Monica Snyder Perl

[Read more →](#)



Cheryl L. Behymer

Partner

803.255.0000

Email



Sheila M. Willis

Partner

803.740.7676

Email

See all →