



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, 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

EVENT

06/13/25

2025 Employment Law Seminar

Alden J. Parker, Christopher Alvarez, Anet Drapalski, Hannah Sweiss, Lonnie D. Giamela, Angelica M. Ochoa

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04/25/25

First 100 Days Report for Employers

Benjamin M. Ebbink, Rick Grimaldi

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04/23/25

EEOC Preparing to Open EEO-1 Reporting on May 20 – With No Option for Non-Binary Workers: What Employers Can Do to Prepare

Sheila M. Abron, Jennifer B. Sandberg

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03/28/25

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

Lisa Nagele-Piazza

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03/27/25

Trump's OFCCP Pick Vows to Combat Illegal DEI By Reviewing Prior Affirmative Action Plans: Here's What Federal Contractors Need to Know

Sheila M. Abron, Jennifer B. Sandberg, Regina A. Petty

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Trump Scraps \$17.75 Federal Contractor Minimum Wage: What Employers Need to Know

Sheila M. Abron, Patrick M. Dalin

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03/12/25

No Slowing Down: Employers' Recap of the Trump Administration's First 50 Days

Benjamin M. Ebbink, Rick Grimaldi, Lauren Laing

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Workplace Law Update: 8 Essential Items on Your March To-Do List

Lauren Laing

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NEWS

02/26/25

Attorneys Quoted for Their Insight on the Future of DEI in the Trump Era

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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02/26/25

Federal Court Halts Enforcement of DEI Executive Orders: What Employers Need to Know + 5 Steps to Take Next

Sheila M. Abron, Regina A. Petty

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