



Guiding Your Company Through OFCCP Compliance

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Cheryl Behymer's article entitled "Guiding Your Company Through OFCCP Compliance," was published by *Inside Counsel*.

In-house counsel at companies with federal contracts or subcontracts must ensure that their organizations are in compliance with new requirements from the Office of Federal Contract Compliance Programs (OFCCP). Compliance with OFCCP regulations is necessary where the company has a federal contract in the amount of \$50,000 or more (or a subcontract performing work necessary for the performance of a federal contract) and when a company has 50 employees. Financial institutions covered by FDIC are also required to comply, Cheryl wrote.

In addition to the affirmative action requirements for race and gender imposed by Executive Order 11246, covered companies must comply with disabilities and veterans outreach and data collection requirements.

Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment and Assistance Act (VEVRAA) require federal contractors to take affirmative action to recruit, employ, and promote individuals with disabilities as well as protected veterans.

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