Relief For Thousands Of Federal Contractors As OFCCP Amends FY 2020 Audit Scheduling List

Insights
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In an announcement sure to please many federal contractors, the Office of Federal Contract Compliance Programs (OFCCP) just declared that it is amending its 2020 Corporate Scheduling Announcement Letter (CSAL) list to remove all establishments previously selected to receive promotion, VEVRAA, and Section 503 focused reviews and compliance checks. What do federal contractors need to know about this March 2 development?

The audits now scheduled only include the previously scheduled 500 compliance reviews, which encompass establishment-based compliance reviews, Corporate Management Compliance Evaluation (CMCE) reviews, Functional Affirmative Action Program (FAAP) reviews, and university reviews.

According to OFCCP, the agency is redirecting its efforts in order to more thoroughly evaluate contractors through the strategic allocation of limited agency resources. The agency has explained that, in taking this approach, "OFCCP will build on the successes and lessons learned from the Section 503 and VEVRAA Focused Review program to strengthen the enforcement of its laws protecting people with disabilities and veterans during comprehensive compliance evaluations."

Federal contractors identified on the prior CSAL list should review the amended list to determine whether they remain subject to an upcoming agency audit. The agency has also released a number of additional resources to assist federal contractors affected by these changes, including an amended methodology and Frequently Asked Questions. However, it is critical for contractors to understand that the new FAQs state that any open VEVRAA or Section 503 Focused Reviews will be completed and are not being canceled.

We will continue to monitor developments regarding this issue. Make sure you are subscribed to Fisher Phillips' Alert System to get the most up-to-date information. If you have questions about how this development impacts your organization, please reach out to your Fisher Phillips attorney or any member of our Affirmative Action and Federal Contract Compliance Practice Group.

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