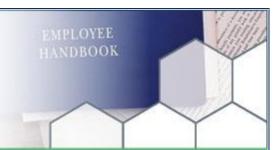
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Labor and Employment



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Immediate Update for Affirmative Action Compliance: New Voluntary Self-Identification of Disability Form for Federal Contractors Issued by OFCCP

Earlier today, the Office of Federal Contract Compliance Programs (OFCCP) published a new voluntary self-identification form (Self-ID form) to be used by covered federal contractors to comply with Section 503 of the Rehabilitation Act of 1973, as amended. Covered federal contractors are required to use the updated Self-ID form immediately. The Self-ID form is approved by the Office of Management and Budget and cannot be altered or changed. This is the first update of the Self-ID form since the OFCCP issued it for use in March 2014. As a reminder, the Self-ID form is used by covered federal contractors to request that applicants voluntarily offer information regarding their disability status at the pre-offer stage as well as the post-offer stage. Additionally, covered federal contractors are required to use the Self-ID form to survey their entire U.S. workforce regarding their disability status at least every five years.

The new form is available on the **Department of Labor website** and expires on January 31, 2020.

If you have any questions regarding this issue or any related affirmative action compliance issues, please contact one of the following lawyers in the firm's <u>Labor, Employment, Benefits + Immigration</u> Group.

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