

January 2017

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

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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.

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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 [Labor, Employment, Benefits + Immigration Group](#).

[Britt-Marie K. Cole-Johnson](#) | [Abby M. Warren](#)

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