



AFFIRMATIVE ACTION/OFCCP COMPLIANCE

ON YOUR TEAM

Attorneys in our Labor and Employment Department represent contractors and subcontractors in all aspects of their affirmative action obligations, including compliance with the Office of Federal Contract Compliance Programs (OFCCP) regulations.

Policies and regulations are always changing. We use our knowledge and resources to help you stay ahead of the curve and work with you to prepare and review affirmative action plans by:

- Making sure they comply with E.O. 11246, Rehabilitation Act and Vietnam Era Veterans Readjustment Act
- Developing and reviewing goal setting reports, personnel activity reports (paper and online applications, promotions, terminations), goal achievement, progress reports, discrimination analyses and outreach programs
- Conducting compensation/pay equity analyses in accordance with OFCCP methodology
- Developing affirmative action compliance programs to comply with various state and local requirements

We also have experience assisting organizations with OFCCP Compliance Review involving:

- Pre-audit compliance reviews
- Representing and defending organizations in OFCCP desk audits, on-site compliance reviews, compensation audits and glass ceiling reviews
- Negotiating conciliation agreements if OFCCP identifies a compliance issue(s)

Why Barnes & Thornburg?

Finding new ways to help clients identify solutions and new business opportunities, across industries, is at our core. We are, at times, more than lawyers, we are advisers bringing new ideas to light. We understand what keeps you up at night and work collaboratively to find practical and creative solutions, at the heart of business.

RELATED PRACTICES

Labor and Employment

- Defending organizations against individual or class action OFCCP claims of discrimination

It is also vital to keep accurate records and provide managers and supervisors with the proper training regarding these regulations. We can:

- Assist organizations with self-identification surveys
- Assist organizations with their annual EEO-1 and Vets-100/100A Reports
- Develop document retention policies and procedures specific to requirements of government contractors and subcontractors
- Provide onsite or webinar training of managers and supervisors on affirmative action obligations, including training specific to the hiring process
- Facilitate onsite or webinar training of recruiters and human resource professionals on all aspects of affirmative action compliance, including applicant tracking, developing an affirmative action plan, compensation analyses, outreach programs, and preparing for an OFCCP audit