

PRACTICE CONTACT

Jonathan R. Vaughn
614.464.5672
jrvaughn@vorys.com

AFFIRMATIVE ACTION PROGRAMS

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) is responsible for enforcement of Executive Order 11246 and other laws requiring federal contractors and subcontractors to provide equal employment opportunity regardless of race, gender, color, religion, national origin, disability, or Vietnam-era veteran status. Our lawyers assist both private and public sector clients in establishing and managing affirmative action programs to comply with current legal requirements while serving the client's organizational goals.

We assist contractors with all aspects of their obligations as an affirmative action employer, including:

- Preparing solid and defensible Affirmative Action Plans by selecting appropriate census codes and developing thoughtful job groups
- Assisting clients in conforming with the distinct recordkeeping and applicant-tracking obligations imposed by the OFCCP and developing creative solutions for clients to continue recruiting in the manner that works best for them
- Assisting clients in responding to information requests initiated by the OFCCP
- Counseling employers on government contractor and subcontractor status
- Training human resources personnel regarding their compliance obligations in advance of an audit
- Negotiating conciliation agreements in the defense of enforcement actions
- Preparing EEO-1 reports