

**AGENCY** US DEPARTMENT OF LABOR (USDOL)  
**DIVISION** EMPLOYMENT STANDARDS ADMINISTRATION (ESA)  
**SECTION** OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP)

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The Office of Federal Contract Compliance Programs (OFCCP) administers the following programs: (1) ***Executive Order 11246, as amended***, prohibits covered Federal contractors and subcontractors from discriminating in employment because of race, sex, color, religion, or national origin. These employers must also ensure equal opportunity in all areas of employment. (2) ***Section 503 of the Rehabilitation Act of 1973, as amended***, prohibits Federal contractors and subcontractors from discriminating in employment because of physical or mental disability, and requires these covered employers to employ and advance in employment qualified persons with disabilities. (3) ***The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (38 USC 4212)***, prohibits Federal contractors and subcontractors from discriminating in the employment of qualified covered Veterans and requires these employers to employ and advance in employment qualified covered Veterans.

### **Small and Large Business Assistance**

OFCCP offers compliance assistance in whatever format best serves the needs of the employer:

- ❖ Telephone assistance
- ❖ Individual meeting at either OFCCP offices or at the employer's facility
- ❖ Seminars

