

Affirmative Action FAQs

What types of affirmative action obligations are covered by written Affirmative Action Plans?

action obligations. Written AAP components

Executive Order 11246: Comparing the utilization of women and minorities to the setting placement goals if women or minorities

problems.

developing and executing action-

establishing a hiring benchmark.

¥

problems; and using the z O ç -

as a benchmark to measure representation of

workforce. Although not required, z O - >

employment

which the

goals, utili

ç ç

When a co

emp

remedy po

What if a contractor does not meet its affirmative action obligations?

How does the federal government define "disability"?

O (1) Section 503 of the Rehabilitation Act of 1973 and Section 188 of the Workforce Investment Act), a person with a physical or mental impairment that substantially limits one or more "major life activities," (2) has a record of such an impairment, or (3) is regarded as having such an impairment.

Why are individuals with a disability asked to self identify?

The Section 503 regulations permit contractors to invite applicants to self-identify as an individual with a disability at the same time that the contractor collects demographic data regarding race, gender, and ethnicity from applicants, as required by Executive Order 11246. There is also a requirement that contractors regularly invite all of their employees to voluntarily self-identify as an individual with a disability. Contractors are required to invite their employees to self-identify every year.