



# The U. S. Department of Labor Steps Up Its Commitment to Ensuring Equal Employment Opportunity

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## **Office of Federal Contract Compliance Programs – Who Are We?**

The Office of Federal Contract Compliance Programs (OFCCP) is part of the United States Department of Labor. The laws we enforce ban discrimination in the workplace and require federal contractors and subcontractors and Federally assisted contractors and subcontractors to take affirmative steps to ensure that all individuals have an equal opportunity for employment, without regard to race, color, religion, sex, national origin, disability or status as a protected veteran.

OFCCP does not work alone. We work closely with other agencies throughout the Federal Government, such as the Department of Justice and the Equal Employment Opportunity Commission.

## **Office of Federal Contract Compliance Programs – How Can We Help Workers Harmed By The BP Oil Spill?**

While not every employer in the Gulf Coast that is working on projects resulting from the oil spill is covered by OFCCP's jurisdiction, many – especially many of the larger employers – are subject to our rules. Also, even if we do not have authority to address discriminatory practices that affect you, some of our sister federal agencies may be able to help you. If you want more information about the employment practices that are covered by OFCCP, you can go to our website, [www.dol.gov/ofccp](http://www.dol.gov/ofccp). One section you might find particularly helpful is "Frequently Asked Questions", which is located at the top of our home page. As an alternative, you can contact us at one of the numbers listed on pages 2 and 3.

Helping workers affected by the oil spill, and making sure all workers' rights are protected, are high priorities for President Obama, Department of Labor Secretary Hilda Solis, and OFCCP Director, Patricia Shiu. The OFCCP wants to make sure that federal contractors in the Gulf Coast are not discriminating against workers because of their sex, race, color, national origin, religion, disability or status as a protected veteran.

Along with other Department of Labor agency heads, Director Shiu is visiting the various states affected by the oil spill and those engaged in the clean up effort. In addition, she and others at OFCCP headquarters in Washington, DC are working closely with staff in our various regional and district offices to make sure protecting the rights of affected workers is ongoing and continues as long as it is needed.

## Office of Federal Contract Compliance Programs – What Types of Employment Discrimination Do OFCCP Laws Prohibit?

If you believe you are being treated differently than others because of your sex, race, color, national origin, religion, disability or status as a protected veteran, you should contact us so we can discuss your situation with you at greater length.

Generally, discrimination is prohibited in activities such as:

- Hiring (e.g., failure to be considered for a job because you spent several tours in Iraq when you were in the Army; or because you are not fluent in English even though English fluency is not necessary to perform the work)
- Job Assignment (e.g., not being considered for a new job because of your race)
- Treatment on the job (e.g., subject to verbal harassment based on your national origin)
- Promotion (e.g., denial of a promotion because you speak with an accent)
- Compensation (e.g., lower starting pay or raises because of your sex)
- Firing (e.g., your supervisor decided, without talking to you, that you were not capable of working the new machine because of a disability)
- Retaliation (e.g., denial of a bonus because you filed a complaint with OFCCP)

### To Learn More...

To learn more about OFCCP and its efforts to break down barriers to fair and diverse workplaces, visit our website at [www.dol.gov/ofccp](http://www.dol.gov/ofccp) or call OFCCP's toll- free line at 1-800-397-6251. (TTY phone is 200-693-1337.)

Contact information for OFCCP District offices in the Gulf Coast area and Washington DC:

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