Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA)
Best Practices for Federal Contractors

➢ Create veteran “affinity” or employee resource groups (ERGs) that encourages veterans to join and participate.

➢ Understanding veterans and range of health issues they may face – Veterans can have physical impairments such as musculoskeletal injuries and pain, as well as mental health issues such as post-traumatic stress disorder. Being aware of these potential impairments will better prepare you to determine appropriate reasonable accommodations with an applicant or employee if the situation arises.

➢ Enlist the assistance of individuals and organizations with a mission to help veterans gain employment, such as the American Legion and Disabled American Veterans. For additional resources, please visit https://www.dol.gov/ofccp/regs/compliance/resources_recruit.htm

➢ Enlist the support of professionals in local U.S. Department of Veterans Affairs Medical Center social services offices.

➢ Develop professional relationships with:
  • The Local Veterans’ Employment Representative at your local employment service office (also known as American Job Centers).
  • Veteran representatives on college campuses and technical schools.
  • Personnel on military bases involved in the transitioning of military personnel to the private sector.

➢ Contractors should review their employment policies and practices to ensure that spouses (and other associates) of protected veterans are not discriminated against in employment because of that relationship.
Stakeholder Resources

- [USA.gov/veteran-health](https://usa.gov/veteran-health) is a helpful portal for background, tools, and resources on medical issues and health benefits for veterans. Employers can also use it to accommodate and support their veteran employees who have physical or mental impairments.

- VEVRAA compliance assistance information: [https://www.dol.gov/ofccp/regs/compliance/vevraa.htm](https://www.dol.gov/ofccp/regs/compliance/vevraa.htm)

- VEVRAA and Section 503 compliance assistance information: [https://www.dol.gov/ofccp/regs/compliance/Resources.htm](https://www.dol.gov/ofccp/regs/compliance/Resources.htm)

- The U.S. Department of Labor’s Veterans’ Employment and Training Service (VETS) prepares America’s veterans, service members, and their spouses for meaningful careers, provides them with employment resources, protects their employment rights, and promotes their employment opportunities. VETS also administers the Uniformed Services Employment and Reemployment Rights Act (USERRA), which establishes reemployment rights for employees returning from military service.
  - General FAQs: [https://www.dol.gov/agencies/vets/resources/generalfaq](https://www.dol.gov/agencies/vets/resources/generalfaq)
  - Federal Contractor Reporting Requirements under VEVRAA: [https://www.dol.gov/agencies/vets/programs/vets4212](https://www.dol.gov/agencies/vets/programs/vets4212)
  - Know your Rights under USERRA: [https://www.dol.gov/agencies/vets/programs/userra/aboutuserra](https://www.dol.gov/agencies/vets/programs/userra/aboutuserra)