



Patrick O. Patterson

Deputy Director



In October of 2014, Patrick O. Patterson was appointed to serve as Deputy Director of the Office of Federal Contract Compliance Programs at the U.S. Department of Labor. In that capacity, Mr. Patterson advises the agency on legal and policy matters as well as enforcement and training priorities.

OFCCP was established in 1965 by presidential Executive Order 11246. Over the years, OFCCP's authority has been expanded by the *Rehabilitation Act of 1973* and the *Vietnam Era Veterans' Readjustment Assistance Act of 1974*. As amended, these three laws hold federal contractors and subcontractors to the fair and reasonable standard that they not discriminate in employment practices on the basis of sex, race, color, religion, national origin, disability or status as a protected veteran. OFCCP has a staff of over 600 spread across six regional offices and nearly 50 district and area offices nationwide.

Mr. Patterson comes to the Department of Labor from the U.S. Equal Employment Opportunity Commission, where he served as Senior Counsel to former Chair Jacqueline Berrien from 2010 to 2014. At EEOC, Mr. Patterson provided legal and policy advice to facilitate the development of regulations, guidance, technical assistance, and recommendations for litigation and amicus briefs.

Prior to joining EEOC, Mr. Patterson litigated many employment discrimination class actions and other civil rights and public interest cases in various parts of the country. He served as Assistant Counsel and Western Regional Counsel for the NAACP Legal Defense and Educational Fund in New York and Los Angeles, taught at the University of Wisconsin and UCLA law schools, worked as a legal services lawyer in Milwaukee and engaged in private practice.

Mr. Patterson has also been a frequent speaker on civil rights law and litigation at continuing legal education programs across the U.S. and has also spoken on American civil rights law at conferences in Japan and Hungary. He was associate editor of the third edition of Lindemann & Grossman, *Employment Discrimination Law* (1996), and executive editor of the 2008 supplement to the fourth edition.

Among his professional activities prior to joining the government, Mr. Patterson was one of the counsel for the plaintiffs in *Lewis v. City of Chicago*, 560 U.S. 205 (2010). His B.A. and J.D. are from Columbia University. Mr. Patterson and his wife – a retired human resources executive and lawyer with a specialty in corporate EEO and affirmative action compliance – divide their time between Wisconsin and the District of Columbia.