OFCCP. We open doors of opportunity for all workers.

We Protect Workers

The Office of Federal Contract Compliance Programs protects workers by enforcing the legal requirements that federal contractors and subcontractors take affirmative action and provide equal opportunity in the workplace.

We investigate those contractors who receive taxpayer dollars to ensure they meet their affirmative action obligations under the law and have nondiscriminatory hiring and employment practices. We also work with other civil rights agencies to investigate and resolve complaints filed by job applicants and employees of federal contractors and subcontractors.

If a business violates its contractual promises, we will negotiate a fair remedy on behalf of the affected workers. This may include getting back wages, interest and benefits as well as potential job offers. For those employers who still refuse to comply with the law, we take legal action to end their valuable government contracts.

We Promote Diversity

Since 1965, we have been committed to opening doors of opportunity for all of America's workers in the federal contracting workplace.

Companies that do business with the federal government—from selling supplies to the military to building roads paid for with federal funds—are **federal contractors**.
A federal **subcontractor** is a company that helps a federal contractor perform its federal contract, such as a company that sells a truck used by a road construction company to build a federally funded road.

We Enforce the Law

Being a federal contractor or subcontractor is not a right, it's a privilege. And with that privilege comes a responsibility to comply with the law and make equal opportunity a reality for everyone. OFCCP administers and enforces three important civil rights laws:

Executive Order 11246 prohibits discrimination and requires affirmative action to ensure equal employment opportunity without regard to race, color, sex, religion and/or national origin.

Section 503 of the Rehabilitation Act of 1973 prohibits discrimination and requires affirmative action in all employment practices for qualified individuals with disabilities.

Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 prohibits discrimination and requires affirmative action in all employment practices regarding protected veterans, including disabled veterans, recently discharged veterans, and other veterans who served during a war, campaign or expedition for which a campaign badge has been authorized.

If you are a worker in the United States who is employed by—or who applies for work with—a federal contractor or subcontractor, you are entitled to **equal opportunity** under the law. **Discrimination**—in hiring, job assignments, treatment on-the-job, promotion, pay and firing—**is against the law**.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS
OFCCP
U.S. DEPARTMENT OF LABOR

Office of Federal Contract Compliance Programs

A MESSAGE FROM THE DIRECTOR

At the Office of Federal Contract Compliance Programs, we protect workers, promote diversity and enforce the law. We hold those who do business with the federal government—contractors and subcontractors—to the fair and reasonable standard that they take affirmative action and not discriminate on the basis of gender, race, color, religion, national origin, disability or status as a protected veteran.

Nearly one in four American workers is employed by a company that receives federal funds for contracted work. That's more than 200,000 businesses with contracts totaling almost $700 billion. At OFCCP we protect all employees of those businesses and all who seek employment with them by:

Educating workers about their rights;
Inspecting workplaces to make sure they are free of discrimination;
Securing good job opportunities for victims of discrimination;
Recovering back wages, interest and benefits for affected workers; and
Changing bad employment policies and practices to keep discrimination from happening again.

We are committed to keeping the doors of opportunity open for all workers—even if we have to pry those doors open from time to time. And enforcing our laws doesn't just benefit workers. It also levels the playing field for employers, because businesses that play by the rules shouldn't have to compete at a disadvantage against those that don't.

I believe the federal government has a legal and moral responsibility to model good behavior in our employment practices. It is part of the public trust we hold. Our vendors must do the same. We at OFCCP will make sure that the reach for good jobs is truly within the grasp of everyone.

Patricia A. Shiu
Director, OFCCP

If you believe you are a victim of employment discrimination by a federal contractor or subcontractor...

CONTACT US.

OFCCP is eager to help you.

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