



Federal Contractors Must Use New Disability Self-ID Form

07.28.2020

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Federal contractors and subcontractors are required to invite all applicants and employees to voluntarily self-identify their race, national origin, gender, veteran status, and disability status. Those contractors also are required to maintain these records for use in their Affirmative Action Plans and for compliance reviews by the U.S. Office of Federal Contract Compliance Programs (OFCCP). Specifically, with regard to disability status, OFCCP mandates that contractors use its own OMB-approved form for voluntary self-identification and does not allow contractors to change the content of the form in any way ? it must be used verbatim.

This form was recently updated by the OFCCP and must be used by contractors as of the close of business on August 4, 2020. A copy of the form in English is available [here](#). The OFCCP website also includes versions of the form in 11 other languages, see [here](#).

As a reminder, since 2014, the OFCCP has required federal contractors to collect this self-identification information for race, national origin, gender, veteran status, and disability at time of application, again at time of hire, and then again, every five (5) years thereafter.

Please note: This alert contains general, condensed summaries of actual legal matters, statutes and opinions for information purposes. It is not meant to be and should not be construed as legal advice. Readers with particular needs on specific issues should retain the services of competent counsel.

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