

Federal Contractors Must Update Voluntary Self-Identification of Disability Form

Alert

04.27.2023

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On April 25, 2023, the Office of Management and Budget (OMB) approved the Office of Federal Contract Compliance Programs' (OFCCP) revised [Voluntary Self-Identification of Disability Form \(CC-305\)](#). Federal contractors and subcontractors have until July 25, 2023, to adopt the new form for applicants and employees.

Pursuant to Section 503 of the Rehabilitation Act, federal contractors and subcontractors with at least 50 employees and contracts of \$50,000 or more are required to invite applicants and employees to self-identify as people with disabilities. These same contractors are expected to set an annual 7% utilization goal for individuals with disabilities across all job groups.

OFCCP stated in announcing the new form that the form has been updated to use "the preferred language for disabilities and to include additional examples of disabilities."

Federal contractors should promptly evaluate the steps they must take to implement the new form into application and onboarding processes so that this process is complete by July 25.

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