

Federal Contractors Required to Use New Disability Self-Identification Form

The revised Regulations of Section 503 of the Rehabilitation Act (which became effective in March 2014) required Federal contractors and subcontractors to invite applicants and employees to self-identify their disability status using an Office of Federal Contract Compliance (OFCCP) prescribed form: (1) at the pre-offer stage of the application process, (2) post-offer after an applicant is offered a position but prior to starting work, and (3) by survey of the workforce every 5 years. The required OFCCP Form is Form CC-305; this form cannot be altered or changed. The original Form CC-305 approved by the Office of Management and Budget (OMB) expired on 1/31/2017.

The OFCCP recently published a notice that the OMB has approved a new Form for another three years. No change was made to the Form except the expiration date. Effective immediately, Federal contractors and subcontractors must either download the renewed form(s) or update their electronic version(s) of the Form to reflect the new expiration date of 1/31/2020. The Form is available in multiple formats and languages and can be obtained from the OFCCP's website [here](#).

If you have any questions about this Information Memo, please contact [Larry P. Malfitano](#), or any of the [attorneys](#) in our [Labor and Employment Law Practice](#), or the attorney in the firm with whom you are regularly in contact.



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