



Showcase of Compliance Assistance Tools

A Closer Look at Easy-to-Use DOL Employment Law Resources

★ **elaws** Advisor Spotlight-

Employment Laws Assistance for Workers and Small Businesses

The U.S. Department of Labor (DOL) offers a series of **elaws Advisors** – online tools that help employers and employees understand their rights and responsibilities under DOL employment laws. One innovative Advisor helps federal contractors and subcontractors understand basic coverage and compliance requirements for equal employment opportunity laws administered by **DOL's Office of Federal Contract Compliance Programs (OFCCP)**.

Federal Contractor Compliance Advisor ★ ★ ★

The **elaws Federal Contractor Compliance Advisor** is designed for federal contractors and subcontractors who provide goods and services to the federal government, and for construction contractors and subcontractors who hold a federal or federally assisted construction contract.

To determine their particular rights and responsibilities under several equal opportunity laws administered by OFCCP, employers can simply visit the **Federal Contractor Compliance Advisor** on the **elaws** Web site (www.dol.gov/elaws/ofccp.htm). The Advisor will ask them a series of questions, review the responses, and generate a customized list of equal employment opportunity laws and regulations that apply to their business.

The equal employment opportunity laws administered by OFCCP include:



- ★ **Executive Order 11246 (E.O. 11246)**, as amended, which prohibits discrimination and requires affirmative action to ensure that all employment decisions are made without regard to race, color, religion, sex or national origin;
- ★ **Section 503 of the Rehabilitation Act of 1973**, as amended, which prohibits discrimination and requires affirmative action in the employment of qualified individuals with disabilities; and
- ★ **The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)**, as amended, which prohibits discrimination and requires affirmative action in the employment of qualified Vietnam era veterans, other protected veterans and certain disabled veterans of all wars.

Individual employers' obligations under these laws depend upon the number of people they employ, the nature of their industry or enterprise, and the type and size of their federal contract or subcontract. A visit to the **elaws Federal Contractor Compliance Advisor** helps employers quickly learn how these laws impact their business.

The **Federal Contractor Compliance Advisor** is one of many compliance assistance resources offered by the U.S. Department of Labor. Visit www.dol.gov/elaws for a full list of **elaws Advisors**, each of which links to more detailed information such as regulatory text, fact sheets and other compliance assistance materials.

To subscribe to receive e-mail updates when new **elaws Advisors** or other compliance assistance resources become available, visit www.dol.gov/compliance/CA_subscribe.htm.



Access this tool by visiting DOL's compliance assistance Web page, by e-mailing us or by calling our Toll-Free Help Line