

OFCCP Launches Section 503 Focused Review Informational Webpage

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In August 2018, OFCCP released [Directive 2018-04](#) announcing the Agency's implementation of Section 503 Focused Reviews. Long a priority [Director Craig Leen](#), the Agency is hopeful the reviews will improve compliance with the regulations and promulgate EEO for Individuals with Disabilities. OFCCP has indicated it will start [scheduling the Section 503 Focused Reviews with the Agency's upcoming round of CSALs](#).

When first announced, there were many questions surrounding what information OFCCP would request while conducting a Focused Review. Late in 2018, [OFCCP obtained approval](#) for an abbreviated Section 503 [Scheduling Letter](#), confirming the Agency would be requesting a subset of data provided in a traditional review during the focused reviews.

On Friday, OFCCP provided additional insight and guidance with the launch of [a new Section 503 Focused Review landing page](#). In addition to providing a sample of the Focused Review Scheduling Letter, the website also includes a list of [employer best practices and resources](#) as well as a set of [FAQs](#).

Here are some of the highlights of the FAQs:

- **At least initially, OFCCP will conduct Section 503 Reviews at a contractor's corporate headquarters.**
- OFCCP **will not** review the contractor's Executive Order 11246 AAP during a Section 503 Review; however, submission of the EO 11246 AAP (not including supporting data e.g. Items 18 and 19 of the EO Scheduling letter) is required as part of the initial submission.
- OFCCP **will not** schedule contractors for other compliance reviews while undergoing a Section 503 Review.
- OFCCP **will not** require submission of personnel data for a Focused Review other than data required by [41 CFR §60 741.44\(k\)](#). After reviewing data, OFCCP may request applicant flow

data for job groups containing applicants with disabilities.

- Compliance officers **may** request compensation and promotion data for individuals who identified as having a disability, are known to have a disability, or have requested a reasonable accommodation.

OFCCP has announced that it would release the [next round of CSALs](#) in the second half of March. OFCCP will publicly release these CSALs on its website with actual scheduling letters to follow by mail beginning 15 days later.

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