

Event: Section 503 of the Rehabilitation Act

Date: Wednesday, December 4, 2024

Time: 10:30 – 11:15 a.m. PT

Summary: Please join the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) for an informative webinar titled "Protecting Your Workplace Rights." This presentation will focus on Section 503 of the Rehabilitation Act and the vital protections it offers to individuals with disabilities in the workplace. This presentation will provide a high-level understanding of the OFCCP's role in enforcing Section 503, which was enacted on September 26, 1973. Participants will learn about the critical aspects of disability rights and how they apply to federal contractors and subcontractors.

What You Will Learn:

- **History of Disability Rights:** Gain insights into the evolution of disability rights and the significance of Section 503.
- **Disability Definitions:** Understand the definitions of disability under the law and how they apply to workplace protections.
- **Jurisdictional Threshold:** Learn about the jurisdictional requirements for contractors and subcontractors regarding Section 503.
- **Utilization Goals:** Explore the utilization goals set forth by the OFCCP to promote the employment of individuals with disabilities.
- **Voluntary Self-ID of Disability Form:** Discover the importance of the voluntary self-identification form and how it aids in promoting workplace inclusion.
- **Reasonable Accommodation Pocket Card:** Familiarize yourself with the pocket card that outlines employees' rights to reasonable accommodations.
- **Filing a Complaint:** Learn the process for filing a complaint if you believe your rights under Section 503 have been violated.

Link: <https://usdolee.webex.com/webappng/sites/usdolee/webinar/webinarSeries/register/6a24159135ae416a9e1fc8233cf72bf5>

Event: What to Expect: Compliance Reviews

Date: Tuesday, December 10, 2024

Time: 10:00 a.m. – 12:00 p.m. PT

Summary: Please join the Office of Federal Contract Compliance Programs, Portland Area Office for a FREE webinar discussion designed to offer a basic understanding of the Compliance Review process. This webinar should help federal contractors determine what additional preparations they may need to meet the equal employment opportunity and affirmative action (EEO/AA) program requirements of Executive Order (EO) 11246, Section 503 of the Rehabilitation Act of 1973 (Section 503), and the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA). The compliance assistance webinar should generally help federal contractors build their knowledge about compliance as well as support long-term voluntary contractor compliance and potentially reduce the cost of compliance.

Link: <https://usdolee.webex.com/weblink/register/ree86e2d94cbb23aa146d1d326d67222d>

Event: National Origin Discrimination

Date: Wednesday, December 11, 2024

Time: 10:30 – 11:15 a.m. PT

Summary: Please join the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) for an insightful webinar titled "Understanding National Origin Discrimination." This presentation will explore national origin discrimination in depth, detailing the relevant OFCCP regulations under Executive Order 11246, real-world examples of such discrimination, complaint procedures, and available federal resources. Participants will gain essential insights into the laws designed to protect employees from discrimination based on national origin, equipping them with the knowledge to promote equal employment opportunities in their workplaces.

What You Will Learn:

- **National Origin, Discrimination:** Understand the definition and scope of national origin discrimination in the workplace.
- **Relevant OFCCP Regulations:** Review the specific regulations that govern national origin discrimination and the protections they provide.
- **Examples of Discrimination:** Explore real-world examples of national origin discrimination to better identify potential issues in your workplace.
- **Complaint Procedures:** Learn how to file a complaint if you believe you have been discriminated against based on your national origin, including the necessary steps and resources available.

Link: <https://usdolee.webex.com/webappng/sites/usdolee/webinar/webinarSeries/register/6a24159135ae416a9e1fc8233cf72bf5>

Event: What to Expect When Expecting at Work: PWFA and the Power to Pump

Date: Thursday, December 12, 2024

Time: 12:00 – 1:00 p.m. PT

Summary: You're invited to join a co-hosted event with EEOC, OFCCP, Women's Bureau, and WHD to learn about pregnancy discrimination, FMLA, pregnancy accommodations, EO 11246, the Pump Act, and the Pregnant Workers Fairness Act (PWFA) in this informative webinar.

Link: https://eoc.zoomgov.com/webinar/register/WN_NX3uLmAkS7i6fvWwyBvRzQ

Event: Compliance Assistance for Construction Contractors

Date: Wednesday, December 18, 2024

Time: 10:30 – 11:15 a.m. PT

Summary: Please join the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) for an insightful webinar titled Compliance Assistance for Construction Contractors. This presentation will be an informative webinar tailored

specifically for construction contractors. This session will provide a comprehensive overview of the OFCCP and the essential laws it enforces to protect workers from discrimination in the workplace.

What You Will Learn:

- **OFCCP Mission:** Understand the OFCCP's role and jurisdiction in federal construction.
- **Legal Obligations:** Gain insights into Equal Employment Opportunity (EEO) and Affirmative Action (AA) obligations under EO 11246, VEVRAA, and Section 503.
- **Compliance Evaluation Preparation:** Learn how to prepare for a compliance evaluation and navigate the compliance review process.
- **Affirmative Action Steps:** Familiarize yourself with the specific obligations and the sixteen affirmative action steps for federal contractors.
- **Recordkeeping Requirements:** Understand the necessary documentation and practices to meet compliance standards.
- **New Construction Scheduling Letter:** Get updates on the latest compliance review processes and their implications for your projects.

Link: <https://usdolee.webex.com/webappng/sites/usdolee/webinar/webinarSeries/register/6a24159135ae416a9e1fc8233cf72bf5>

OFCCP strives to host inclusive, accessible events that enable all individuals with disabilities, to engage fully. Please let us know if you require any accommodations or have questions about the event by email at OFCCP-PA-Outreach@dol.gov. Please submit requests no later than one full week prior to the scheduled webinar. Stay tuned into the Pacific Region's upcoming events by visiting the [DOL Events Calendar](#).