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Office of Federal Contract Compliance Programs (OFCCP)

How to File a Complaint

Do you believe that an employer doing business with the Federal Government has discriminated against you in hiring or employment? Do you believe that the reason for the discrimination was based on your race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran? If you answered yes to these two questions, you can file a complaint with the Office of Federal Contract Compliance Programs (OFCCP). An individual, organization, or group can even file a complaint on your behalf, or for anyone who may be the victim of employment discrimination by an employer doing business with the Federal Government.

You must file a complaint alleging discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin within 180 days from the date of the alleged discrimination, unless the time for filing is extended for good cause shown. Some examples of what might be good cause include, the existence of some extraordinary circumstance that prohibited you from filing before the deadline such as a significant health issue, military deployment, incarceration, or possibly being unaware of the discrimination. These are only a few of the possible examples of good cause. If your complaint alleges a violation based on disability or status as a protected veteran, it must be filed within 300 days unless the time for filing is extended for good cause shown. Extensions of the filing time require approval by the Director of OFCCP.

You should include a description of the alleged discrimination and any other related information that would help OFCCP investigate your complaint. **OFCCP will be revising its complaint form and instructions because of recent regulatory changes, until that process is completed, please mark the box next to "sex" to allege discrimination based on sexual orientation and gender identity. As is always the case, describe the actions that you believe resulted in the discrimination in the narrative section of the form.**

Complete and File the Complaint Form

Step 1:

Download the electronic Complaint of Discrimination in Employment Under Federal Government Contracts form. If you have difficulty downloading the form you may need to install free software that converts PDF files to viewable documents. For your convenience, we have provided a link to software provided by [Adobe Systems Incorporated](#). This link is in no way an endorsement of either Adobe Systems Incorporated or Adobe Software.

- [English](#)
- [Chinese Traditional \(Cantonese\)](#)
- [Chinese Simplified \(Mandarin\)](#)
- [French](#)
- [Korean](#)
- [Spanish](#)
- [Vietnamese](#)

Step 2:

Complete the "Complaint of Discrimination in Employment Under Federal Government Contracts" form and submit it by:

- filing the complaint form electronically with the appropriate [OFCCP Regional Office](#); or
- mailing or faxing the complaint form to the appropriate [OFCCP Regional Office](#); or
- filing the complaint form in person with any [OFCCP District or Area office](#).

The appropriate OFCCP regional office location is the office that covers the location where the alleged discrimination occurred. Your