

**JUSTIFICATION FOR NONMATERIAL-NONSUBSTANTIVE CHANGE FOR
1250-0002, FORM CC-4**

OFCCP seeks approval of a non-material/non-substantive change to its Complaint Involving Employment Discrimination by Federal Government Contractors and Subcontractors form. In order to ensure that individuals with limited English proficiency have meaningful access to OFCCP's protections, it translated the OMB approved complaint form into Spanish, Chinese, French, Korean and Vietnamese. The revised form will be used by applicants and employees of Federal contractors and subcontractors to report violations of Executive Order 11246, Section 503 of the Rehabilitation Act and the Vietnam Era Readjustment Assistance Act.