

Justification For Nonmaterial/Nonsubstantive Change

**Department of Labor
Office of Federal Contract Compliance Programs**

**Excellence in Disability Inclusion Award
OMB Control Number 1250-0010**

Background

Upon OMB approval on June 20, 2019, OFCCP launched a new program called the Excellence in Disability Inclusion (EDI) Award, which seeks to highlight successful practices and strategies that have expanded and improved the recruitment, hiring, retention, and promotion opportunities of individuals with disabilities. By highlighting the exemplary practices of successful contractor establishments, other contractors should be encouraged to adopt these or similar practices to support their compliance with mandatory obligations under Section 503 of the Rehabilitation Act of 1973, as amended.

Summary of Changes

In the currently approved collection, applicants for the EDI Award are instructed to submit their nomination package with no more than 15 pages, and states that applicants exceeding the page limit will be disqualified. While OFCCP finds that a sufficient application package should contain around 15 pages, the agency is proposing to remove the page limit for the nomination package and not disqualify any applicant for exceeding the page limit.

OFCCP also proposes a change to state that the agency will accept more than one submission if an applicant wishes to update their application and resubmit. In the currently approved program,

OFCCP states that it will only accept and review the first application submission and reject any subsequent ones made by the same applicant.

Finally, the current requirements state that the nomination package must include signed statements of support and certifications from the contractor's CEO or President and the highest-ranking executive responsible for overseeing the equal employment opportunity and affirmative action program at the nominated contractor establishment. The agency proposes to expand from whom it accepts the statements of support and certifications to include comparable officials and other high-ranking officials such as the director or manager of human resources.

Changes in Burden

There are no changes in burden for this proposed nonsubstantive change.