

Justification for Nonmaterial/Nonsubstantive Change

U.S. Department of Labor Office of Federal Contract Compliance Programs

Recordkeeping Requirements—29 U.S.C. 793 Section 503 of the Rehabilitation Act of 1973, As Amended OMB Control Number 1250-0005

Background

On April 25, 2023, the Office of Management and Budget (OMB) approved the reauthorization of the information collection implementing the recordkeeping requirements of Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 793 (Section 503). Section 503 prohibits employment discrimination against applicants and employees based on disability and requires contractors to take affirmative action to employ, advance in employment, and otherwise treat qualified individuals without discrimination based on physical or mental disabilities. These requirements apply to both supply and service and construction federal contractors and subcontractors who meet the appropriate thresholds.¹

Summary of Changes

OFCCP seeks approval of a nonmaterial/nonsubstantive change to its Voluntary Self-Identification of Disability form (CC-305) that contractors use to invite applicants and employees to voluntarily identify as an individual with a disability. In order to make this form available to individuals with limited English proficiency, OFCCP retained an outside vendor to professionally translate the CC-305 into alternate languages. OFCCP received requests from federal contractors to make the self-identification form available in alternate languages and has made this form available in alternate languages since 2014. The alternate language forms do not alter the content or make any substantive changes to the form approved by OMB on April 25, 2023.

OFCCP submits the following translations of the CC-305 for OMB approval:

- Spanish
- Mandarin
- Korean
- Urdu
- Arabic
- Bengali
- Japanese
- Haitian Creole
- Farsi
- Hindi

¹ The requirements of Section 503 apply to contractors with a government contract in excess of \$15,000.

- Tagalog
- Ukrainian
- German

Changes in Burden

There are no changes in the burden for this collection.