

Publications

Labor and Employment Alert: Federal Contractors Have an Updated Voluntary Self-Identification of Disability Form

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The Office of Federal Contractor Compliance (OFCCP) regulations require that federal contractors invite job applicants and employees to self-identify as being an individual with a disability. The self-identification form informs applicants and employees why they are being requested to self-identify, how that information will be used, that self-identification may be made without any fear of punishment, and that qualified individuals with disabilities are entitled to reasonable accommodations. The current self-identification form expired on January 31, 2017.

The Office of Management and Budget (OMB) has renewed the self-identification form with an expiration date of January 31, 2020. This means that federal contractors must begin to use the new forms immediately. Other than updating the expiration date, there were no other changes to the self-identification form.

As a reminder, the voluntary self-identification form is an OMB-approved form and, as such, its content cannot be altered or changed. A copy of the form is available from OFCCP's [website](#). Contact your Vorys lawyer if you have questions about implementing self-identification or about a federal contractor's other affirmative action requirements.