

POSSIBLE OFCCP AUDIT OUTCOMES



For more information, go to dciconsult.com/ofccp-audit-guides.

Notice of Compliance - If OFCCP finds no violations of its regulations during a compliance review, it will issue a notice of compliance. Typically, OFCCP will not schedule additional audits at an establishment for two years or more after the date of the closure letter. A notice of compliance may also be issued if OFCCP identifies minor violations of its regulations that are corrected during the review.

A **conciliation agreement** is a binding written agreement between a contractor and OFCCP that details specific contractor actions to resolve the violations of the affirmative action and non-discriminatory provisions of contracts held with the government.

- **Non-Financial Agreements** include “technical” violations, most commonly for recordkeeping or deficient outreach and recruitment efforts. These agreements require non-financial remedies such as additional outreach efforts and training. Contractors with non-financial agreements are required to submit progress reports, typically over 1-2 years.
- **Financial Agreements** include violations that require monetary remedies, typically compensatory damages for employees or applicants that OFCCP believes to be the victims of discrimination. The most common type of violations are in hiring and compensation, but are also possible for promotions, terminations and other personnel decisions. These violations may also require the hiring of applicants or other actions for employees and former employees, including reinstatement or retroactive seniority. A financial agreement will typically also contain technical violations with non-financial remedies. Contractors with financial agreements are required to submit progress reports, typically over 2-3 years.



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