



A Guide to Compliance Reviews

WHAT IS A COMPLIANCE REVIEW?

A compliance review consists of a comprehensive analysis and evaluation of the hiring and employment practices of a selected contractor establishment, including a review of written AAPs and the results of the affirmative action efforts undertaken by the contractor.

WHAT CAN I EXPECT FROM A COMPLIANCE REVIEW?

Contractors have 30 days from the date of receipt of the letter to send OFCCP required documentation.

In addition to your Executive Order 11246, Section 503, and VEVRAA narrative documents, there are 26 items that will need to be prepared and submitted to OFCCP, including:

- ▶ Detailed snapshot compensation data for current AAP date and prior year
- ▶ Summary data and evaluation of prior year information, including placement goals, applicants, hires, promotions, and terminations
- ▶ EEO-1 or IPEDS reports and collective bargaining agreements
- ▶ Accommodation policies and documentation of requests
- ▶ Information on policy and qualification reviews
- ▶ Reporting on both 503 and VEVRAA outreach and evaluation of efforts



An onsite review is possible if OFCCP deems necessary based on the desk audit review.

For more information on compliance reviews and other services,
please visit dciconsult.com/resources