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Perspective

Federal Contractors: Here's a New Rule to Know...Now!

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Just when you think you *know* the rules, they *change* the rules. It's happened again, and now Federal contractors have a new standard to meet in complying with nondiscrimination laws.

Many of our clients have a "Jobs" or "Careers" page on their web sites to announce job openings, and to accept applications and resumes. It's a natural use of the technology, convenient for job seekers and the HR department.

Companies that contract for the Federal government have to meet [Office of Federal Contract Compliance Programs](#) (OFCCP) rules, but a well-designed system can handle these. The trick is to keep the system up to date as rules change.

And change they do, as we saw not long ago. On February 6, 2006, a new OFCCP rule went into effect that modifies some information request and recordkeeping rules. If your company is a Federal contractor,



the "Internet Applicant Recordkeeping Rule" means that your applicant review process must include requesting very specific information. Providing it is voluntary for the applicant, but you must solicit race, gender, and ethnicity information from "Internet Applicants," as defined by the new rule, and your request must be for only the information specified in that rule.

This is not a surprise – we've known the rule was coming - but if you don't watch for these changes, you can be caught with your records down. Ignorance is not an excuse, of course, and the result could be hefty fines if you are cited by the Department of Labor.

Finding the right path through mountains of employment regulations can be quite intimidating, so it pays to have an experienced guide. To start you on your way, visit our [Employer's Resource Library](#) for many helpful resources. Or give us a call anytime to speak with a Consultant at 301-596-8800, or fill out our online [Contact Inquiry Form](#). We'll help you find your way safely through the regulatory jungle.



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