

## **Rehabilitation Act of 1973**

(Section 503):

- Prohibits employment discrimination based on disability in any program or activity that receives federal funding. It also covers disability discriminations in employment with federal agencies, and with federal contractors.
- Enforced by the Office of Federal Contract Compliance Programs (OFCCP)
- Requires businesses that do work for the Federal Government to take affirmative action to recruit, hire, train, promote and retain people with disabilities
- Aspire to reach the 7% of workforce utilization goal for employing people with disabilities
- Invite each job applicant and current employee to **voluntarily self-identify** as having a disability
- Keep self-identification of the disability confidential and maintain separately from personnel records
- Employers must provide reasonable accommodations to qualified individuals with disabilities