

## Frequently Asked Questions

### 1. Why am I being asked this?

Because Saint Louis University does business with the federal government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities and protected veterans. As of March 24, 2014, the federal government requires us to measure how well we are doing in compliance with these laws every five years.

All employees are now required to self-identify or decline to self-identify as an individual with a disability and/or a protected veteran.

### 2. Where will information on my veteran and/or disability status be stored and who will have access to it?

Employees' veteran- and/or disability-related data will be stored securely, apart from other personnel information, so that confidentiality is maintained. Access to this data is limited solely to key personnel in the Office of Institutional Equity and Diversity and Human Resources who have a need to know the information for the purpose of complying with governmental regulations. Disability self-identification data is not kept with an employee's confidential medical file.

### 3. Why did the OFCCP revise its Section 503 regulations?

The OFCCP revised the Section 503 regulations to update and strengthen contractors' affirmative action and nondiscrimination responsibilities. The framework articulating contractors' Section 503 responsibilities has been in place since the 1970s. However, both the unemployment rate of working age individuals with disabilities and the percentage of working age individuals with disabilities that are not in the labor force remain significantly higher than for those without disabilities. A substantial disparity in the employment rate of individuals with disabilities continues to persist despite years of technological advancements that have made it possible for people with disabilities to apply for and successfully perform a broad array of jobs.

### 4. Why did the OFCCP revise its VEVRAA regulations?

The OFCCP revised the VEVRAA regulations to update and strengthen contractors' affirmative action and nondiscrimination responsibilities. The framework articulating a contractor's responsibilities with respect to affirmative action has remained unchanged since the VEVRAA implementing rules were first published in 1976. Meanwhile, increasing numbers of veterans are returning from tours of duty in Iraq, Afghanistan, and other places around the world, and many face substantial obstacles to finding employment upon leaving the service.

Addressing the barriers veterans face upon returning to civilian life is the focus of a number of federal efforts, including these revised VEVRAA regulations. The new regulations will help to ensure that contractors: list their jobs so that veterans can know about and apply for them; have the data they need to measure and tailor their outreach and recruitment of veterans; and take other necessary actions to employ and advance in employment these veterans.

## **5. Can my disability status be updated as needed?**

Yes. While it is a mandatory requirement that Saint Louis University invites all employees to voluntarily self-identify as an individual with a disability now, then every five years thereafter, employees may voluntarily update their disability status at any time. This will allow the University to capture data on employees who become disabled while employed, as well as those with existing disabilities who may feel more comfortable self-identifying once they have been employed for some time. It also allows the University to monitor and improve our practices regarding placement, retention, and promotion.

Remember, employees are not compelled to self-identify as an individual with a disability, and all self-identification information is kept confidential for the purposes of governmental record-keeping and reporting only.