

## **New Federal Regulations to Improve Job Opportunities for Protected Veterans and Individuals with Disabilities**

On September 24, 2013, the U.S. Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") published a Final Rule in the *Federal Register* that makes changes to the regulations implementing **Section 503 of the Rehabilitation Act of 1973 ("Section 503")** and the **Vietnam Era Veterans' Readjustment Assistance Act ("VEVRAA")**.

Section 503 and VEVRAA prohibit discrimination in employment against individuals with disabilities and protected veterans, and require government contractors and subcontractors to take affirmative action to recruit, hire, promote and retain these individuals.

As part of our federal mandate to comply with these rulings, Saint Louis University is required to extend an invitation to all job applicants as well as current employees to self-identify as a protected veteran and/or an individual with a disability. This invitation will be extended to our entire workforce in October, then at five year intervals thereafter. However, employees may voluntarily update their veteran or disability status at any point in time during the intervening years.

Starting December 8, when employees to log into the "MySLU" Portal, they will be given the opportunity to access the Section 503 and VEVRAA self-identification electronic forms to voluntarily disclose or decline to disclose their status as a protected veteran or an individual with a disability.

Your response to self-identify as an individual with a disability or a protected veteran is completely voluntarily. Information on self-identification is confidential, and will be kept in a data analysis file—rather than in medical or personnel files of individual employees. Saint Louis University will not discriminate against an individual with a disability or a protected veteran with respect to any term, condition, or benefit of employment—including, but not limited to, employment acts such as compensation, promotion, termination, training and development.

More information may be obtained on the following links.

For Veterans:

[http://www.dol.gov/ofccp/regs/compliance/factsheets/NewRegsFactSheet\\_QA\\_508c.pdf](http://www.dol.gov/ofccp/regs/compliance/factsheets/NewRegsFactSheet_QA_508c.pdf)

For Individuals with disabilities:

[http://www.dol.gov/ofccp/regs/compliance/factsheets/VEVRAA\\_FactSheet\\_QA\\_508c.pdf](http://www.dol.gov/ofccp/regs/compliance/factsheets/VEVRAA_FactSheet_QA_508c.pdf)

Saint Louis University Office of Institutional Equity and Diversity:

<http://www.slu.edu/Documents/general-counsel/FAQsSection503andVEVRAAInvitationtoSelf-ID.pdf>