Office of Federal Contract Compliance **Programs**

41 CFR Part 60-741

RIN 1250-AA02

Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Individuals With Disabilities

AGENCY:N

ACTION:

DATES:

ŧ] ADDRESSES:

> • Fax: • Mail:

www.regulations.gov

SUMMARY:

SUPPLEMENTARY INFORMATION:

http://www.regulations.gov

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FOR FURTHER INFORMATION CONTACT:

Background

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population by disability status and age, 2009 and 2010 annual averages,]. http://www.bls.gov/

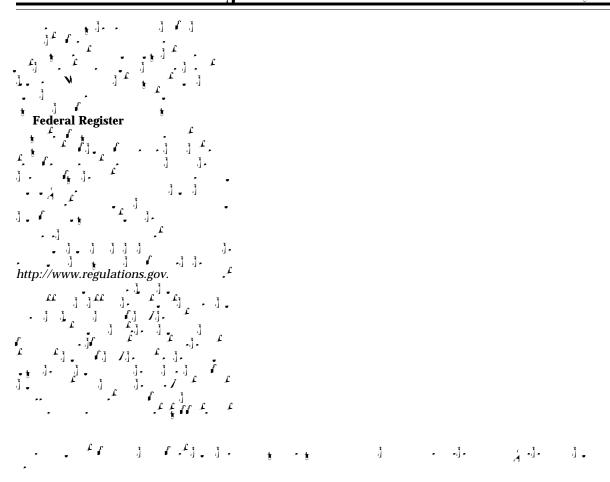
Table A. Employment

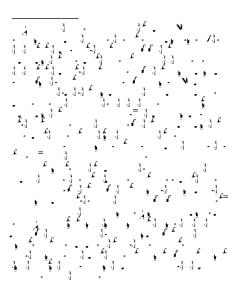
news.release/disabl.a.htm

See

• Federal eRulemaking Portal: http://

status of the civilian noninstitutional]]]



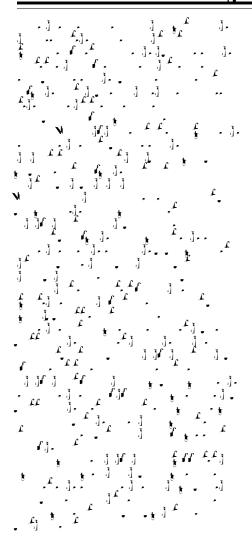






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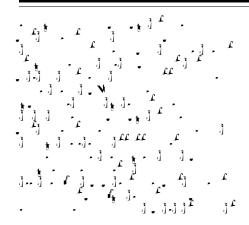
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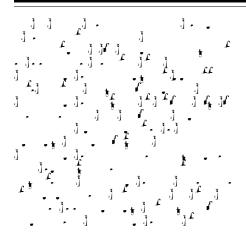


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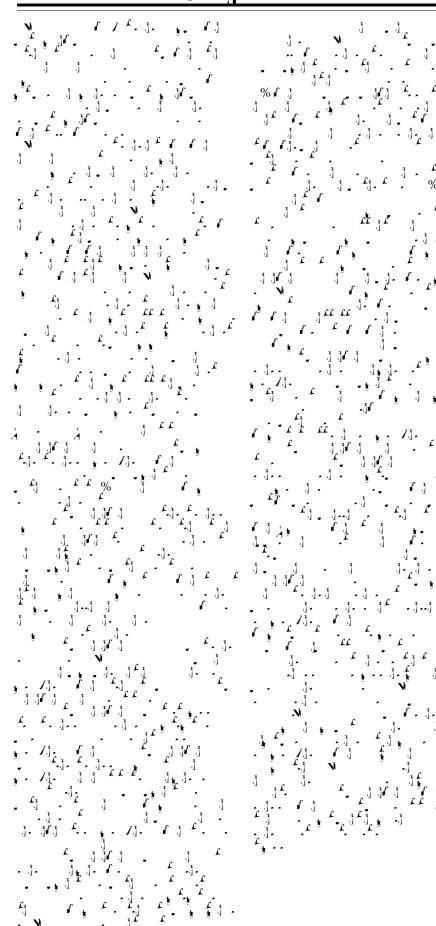
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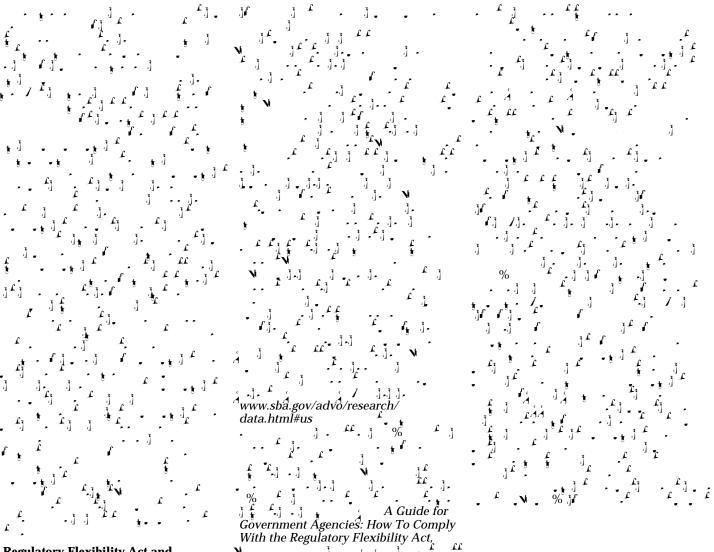




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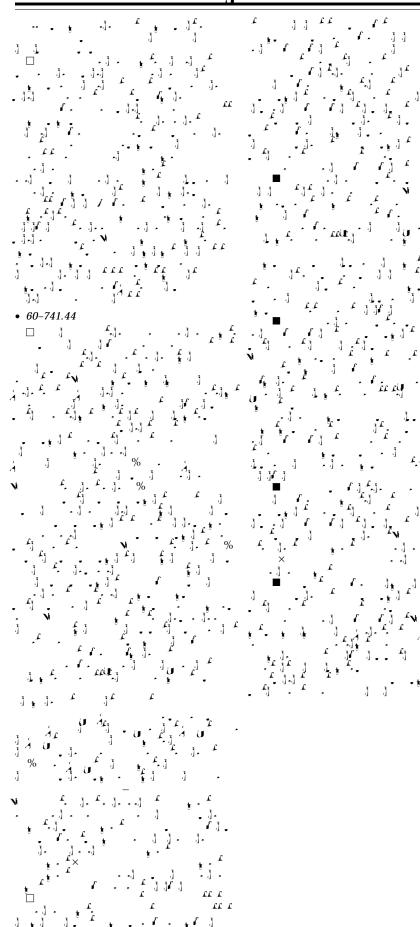
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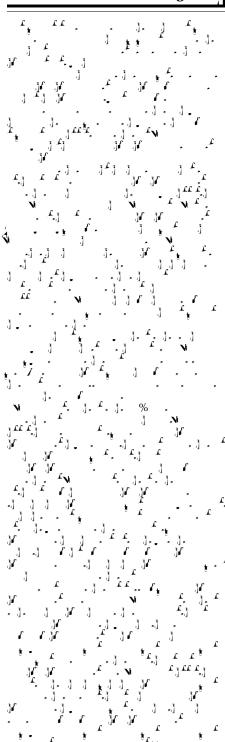




Regulatory Flexibility Act and Executive Order 13272 (Consideration of Small Entities)

www.wid.org/about-wid





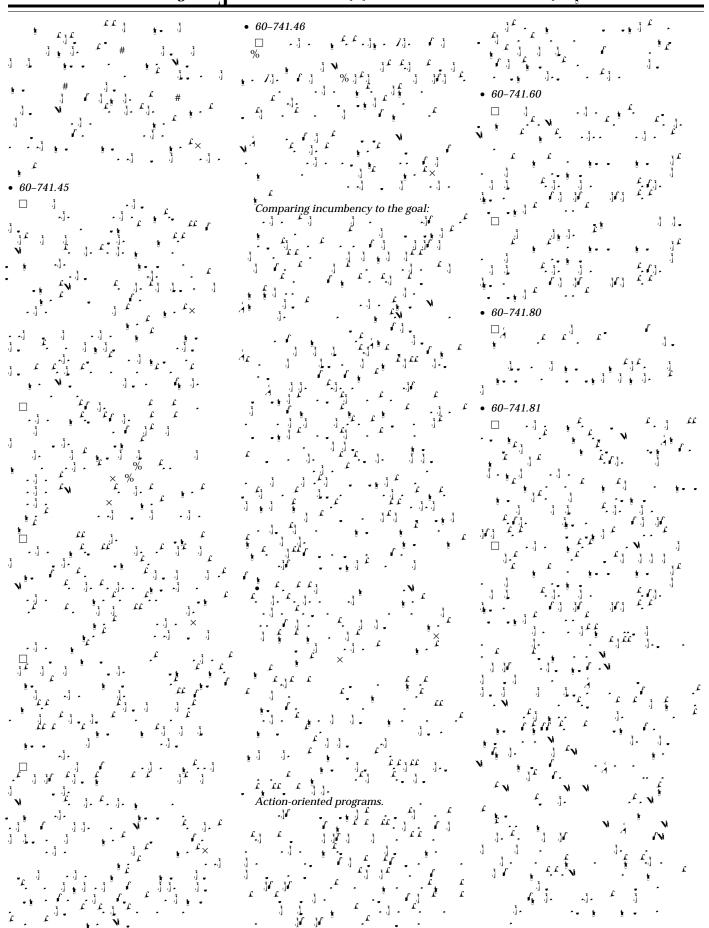


TABLE 1 REPORTING, RECORDKEEPING, AND THIRD PARTY DISCLOSURE BURDEN

| В → , р.≅ | S P | O: -m | R P i i | R γ n |
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| $\begin{array}{cccccccccccccccccccccccccccccccccccc$ | 60 741.5 | | | 10 n p on - |
| [N _e : B | 60 741.5 | ⁵ n f 14,273. | | |
| OFCCP' (.5(')) [No : B - R OFCCP' (.5(')) OFCCP' (.5(| 60 741.5 | ⁵ n 14,273. | | |
| ο ο ο ο ο ο ο ο ο ο ο ο ο ο ο ο ο ο ο | 60 741.42 | 5 n . T H H . 14,273. | | |

TABLE 1 REPORTING, RECORDKEEPING, AND THIRD PARTY DISCLOSURE BURDEN C

| В ⁻∹ , р ;;•• | S (i) (o) (o) (o) (o) (o) (o) (o) (o) (o) (o | θ in ρ | R P P | R ρ n |
|---------------------------------------------------|----------------------------------------------|-----------------------------------|--------------------------------------------------------------------------------|-------|
| pp i n n n n n n | 60 741.44 | | 60 π. Το Η 171,275. | |
| (45()) | 60 741.45 | | 30 m To | |
| (.45(°)). ••n n • · • • • • · • · • · • · • · • · | 60 741.45 | 5 π. ρ. Τ. m Η 143. | 00,000. | |
| (.45()). | 60 741.45 | 15 m . T H H 42,819. | | |
| (.45()). η τη τ | 60 741.45 | 12,010. | 5 n i p i i i i i i i i i i i i i i i i i | |
| • n , | 60 741.46 | 5 m p p 14,273. 60 m p p 171,275. | 30 m ()). S () ()). 85,638, T () () () () () () () () () (| |
| Τ _Φ R _Φ ρ̄; | 1,425,145 | | | |
| Τ, Βρ, Τ | | | | |
| T, T, P, | 53,352 | | | |
| T,• - ,• | 1,478,497 | | | |

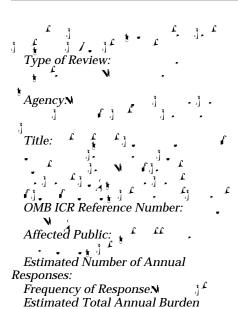
| t t | | l'i tt |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| O. | Tin Con : Min Pon 285,602 no × .52 × \$50.07 = | \$7,436,048 3,107,807 0 |
| | Τ _{.Φ ,Φ, , , , , , , , ,} = | 10,543,855 |
| R | $\begin{array}{c} E \\ \stackrel{\cdot}{\text{in}} C \\ \stackrel{\cdot}{\text{o}} : \\ M_{\text{n}} \cdot P \\ \stackrel{\cdot}{\text{o}} : 1,192,895 \\ \stackrel{\cdot}{\text{o}} : \\ A_{\text{n}} \cdot S \\ \stackrel{\cdot}{\text{op}} : 1,192,895 \\ \stackrel{\cdot}{\text{o}} : \\ & \times .48 \times \$22.67 = \\ & \times$ | 31,058,691 12,980,606 1,820,859 |
| | T _{(Φ} -*** / (Φ / / ή) = | 45,860,156 |
| T. | E in p : \$ 45,860,156/171,275 = | 268 |
| - 10 | M n P 1,478,497 × 52 × \$50.07 = A n S pp 1,478,497 × 48 × \$22.67 = Op | 38,494,739 16,088,413 1,820,859 |
| | T _(♠ 1 m) = | 56,404,011 |
| | Ε ₁ m ρ i m · · · i : \$56,404,011/171,275 = | 329 |

| TABLE 3 | OPERATIONS | AND MAI | NTENANCE | COSTS |
|---------|-------------------|-----------|-----------|-------|
| IADLL O | OFLINATIONS | AND IVIAL | NILIVANUL | 00313 |

| C | 60 741.5 | \$0 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| φη ρω: Β : , ρο ε ΕΟ ρω ιω imp : Τε : η πρ. (4 EO C) | 60 741.5 | 0 |
| $\bigcap_{n \in \mathbb{N}} p_n = \bigcap_{n \in \mathbb{N}$ | 60 741.42 | 1,644,240 |
| (.44()) | 60 741.44 | 171,275 |
| C. P. 1-1 m 77 AAP (.44) | 60 741.44 | \$5,344 |
| T, O&M C, | | 1,820,859 |

Small Business Regulatory Enforcement

Fairness Act of 1996

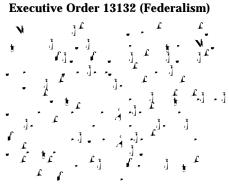


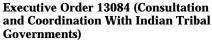
Estimated Total Annual Burden Cost (Start-up, capital, operations, and

Hours:

maintenance): \$

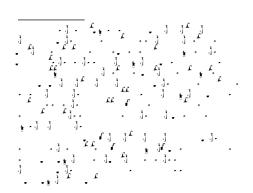
Unfunded Mandates Reform Act of 1995





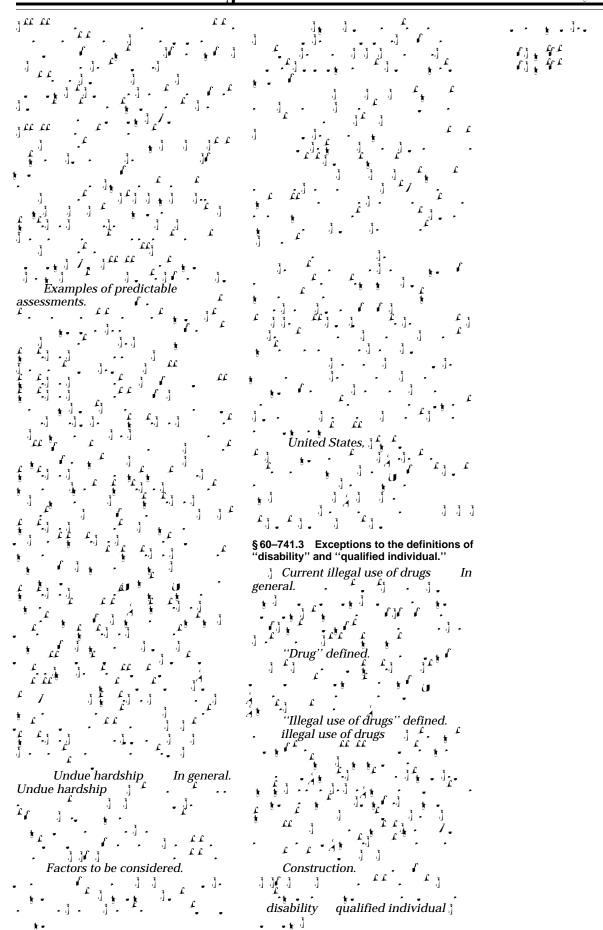


Executive Order 13045 (Protection of Children)



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Record of such impairment J f



discrimination

Disparate treatment. .

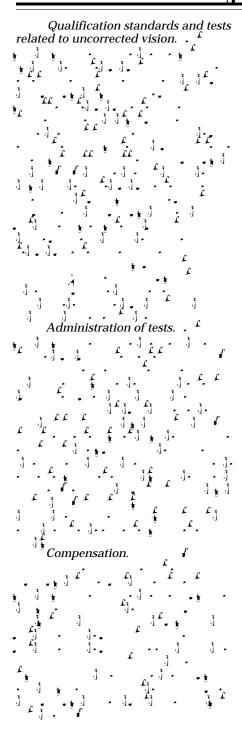
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LL.

Not making reasonable

accommodation.

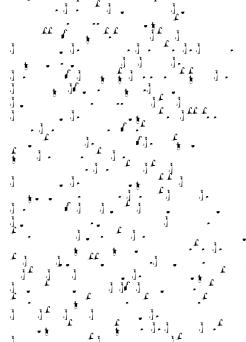
Qualification standards, tests and other selection criteria In general. . Federal Register 77093



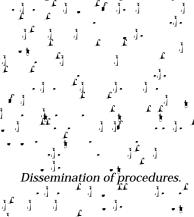
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§ 60-741.45 Reasonable accommodation procedures.

J Development and implementation.

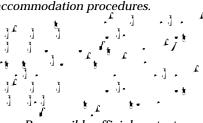


Designation of responsibility.





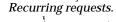
Required elements of reasonable accommodation procedures.

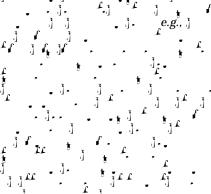


Responsible official contact information.



accommodation.

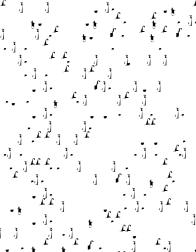




Submission of request.



Requests made by applicants.

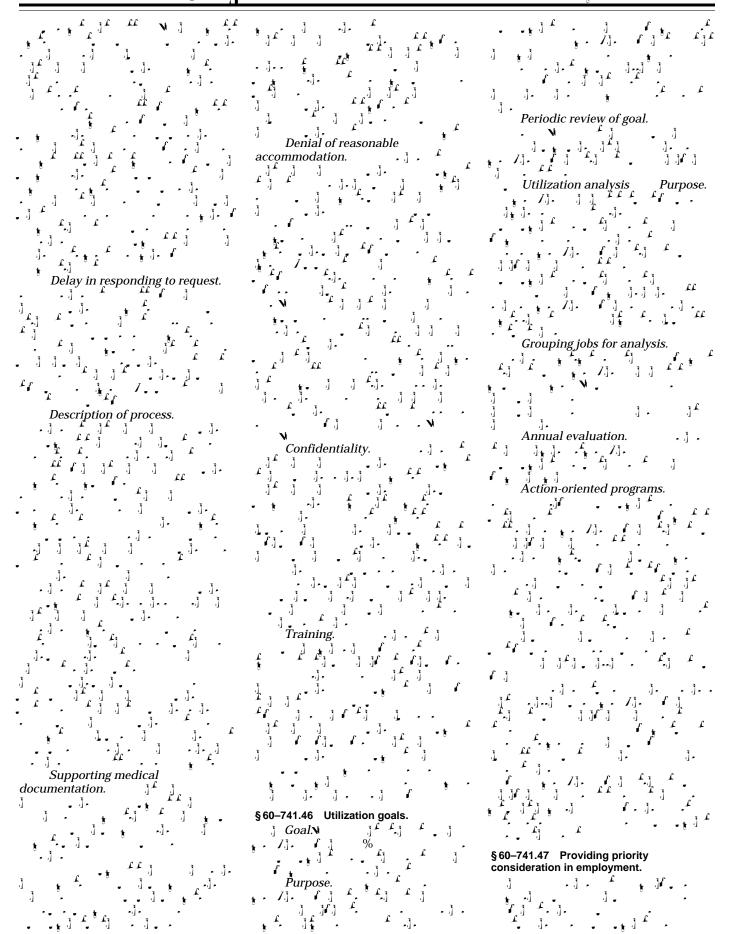


Written confirmation of receipt.



Timeframe for processing requests.

Federal Register 77099

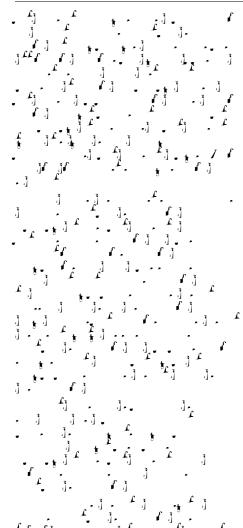


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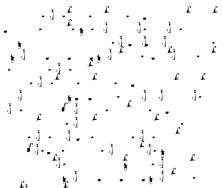
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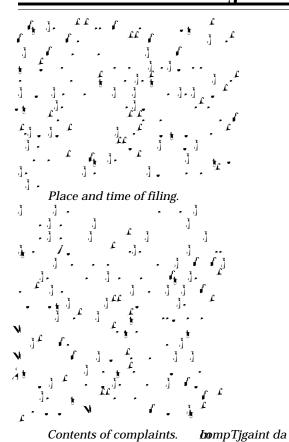
§ 60–741.60 Compliance evaluations. ·l át

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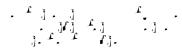
§ 60-741.48 Sheltered workshops.





§ 60-741.65 Enforcement proceedings.

] General. Hearing practice and procedure.



§60–741.70 Disputed matters related to compliance with the act.



