Date: February 24, 2014
To: Members of the UW Community
From: President Richard C. McGinity
Re: OFCCP Training

Diversifying the University community is an on-going dynamic process and we take every opportunity to advance this initiative. During recent months, in response to the growing number of Protected Veterans and Individuals with Disabilities around the country, new programs have been announced by the US Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) to encourage employers to focus marketing and recruiting efforts towards the talent that exists within these segments of the population, creating more diversity in their workforce.

To assist with fulfilling the OFCCP mandate, Human Resources is offering training sessions to the campus community, providing an opportunity to refresh their knowledge of best practices in fair hiring and to increase awareness of the employment issues pertaining to Individuals with Disabilities and Protected Veterans. Fair employment practices are consistent with the intent of University Regulation 1-5 and tangibly demonstrate our commitment to diversifying our workforce. The training sessions are intended for administrators, faculty, and staff who are supervisors. Also, being that search committees play such a significant role in opening the “gateway” to employment for faculty, administrative, and staff positions, those who participate in search processes will be included in the training.

In addition to the training for employees, an expectation of the OFCCP is that employers will provide voluntary opportunities for applicants and newly hired employees to self-identify racial/ethnic background, Veteran status, and disabilities. This practice continues to allow the University to assess the effectiveness of workforce recruitment efforts and the resulting changes in workforce diversity. Existing employees are also able to voluntarily self-identify racial/ethnic background, Veteran status, and disabilities. Self-identifying is voluntary and confidential; personally identifiable data will not be provided to those outside of Human Resources and the Office of Diversity and Employment Practices.

The dates, times, and locations of the OFCCP training sessions are being announced as they begin this month. Individuals participating in or assisting with searches should complete this training by March 21, 2014. Implementation of additional requirements for the OFCCP will be announced over the coming months.

Thank you for your efforts to engage in these new initiatives in support of Protected Veterans and Individuals with Disabilities. Taking this first step is essential as we implement ways to increase the diversity in our workforce.