

# Affirmative Action FAQs

What types of affirmative action obligations are covered by written Affirmative Action Plans?

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Executive Order 11246: Comparing the utilization of women and minorities to the setting placement goals if women or minorities

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What if a contractor does not meet its affirmative action obligations?

**How does the federal government define "disability"?**

O Under Section 503 of the Rehabilitation Act of 1973 and Section 188 of the Workforce Investment Act), a person with a substantially limits one or more "major life activities," (2) has a record of such an impairment, or (3) is regarded as having such an impairment.

**Why are individuals with a disability asked to self identify?**

The Section 503 regulations permit contractors to invite applicants to self-identify as an individual with a disability at the same time that the contractor collects demographic data regarding race, gender, and ethnicity from applicants, as required by Executive Order 11246. There is also a requirement that contractors regularly invite all of their employees to voluntarily self-identify as an individual with a disability. Contractors are required to invite their employees to self-identify every