Affirmative Action Programs, Compliance & OFCCP Audits

Keeping Up

An increasingly diverse workforce coupled with legislative upheaval can make keeping up with annual affirmative action requirements a major challenge for employers. Kilpatrick's team has extensive experience drafting and reviewing affirmative action plans for compliance with regulations associated with the Office of Federal Contract Compliance Programs (OFCCP).

Reach

Effective Coverage

About one quarter of the total civilian work force is employed by federal government contractors or subcontractors operating under an affirmative action mandate, and failure of a covered employer to comply — whether intentional or not — can result in serious legal and financial consequences. Our attorneys support clients in designing and implementing comprehensive, preventative, and cost-effective affirmative action plans. We also assist clients in performing privileged compensation audits to avoid indefensible claims of pay discrimination based on gender or race under federal law and a growing number of new, draconian pay equity laws that have recently been adopted in numerous states, including California, New York, Massachusetts, and Maryland.

Experience

Leading The Way

A leader in the field, we have prepared hundreds of effective affirmative action plans and provide ongoing advice to *Fortune* 50 and *Fortune* 100 companies. Our attorneys have successfully represented dozens of high-profile clients in hundreds of compliance audits conducted by the OFCCP, with only two resulting in the payment of any money to affected applicants and/or employees.

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