

FEDERAL COMMUNICATIONS COMMISSION  
Washington, D. C. 20554

OFFICE OF  
MANAGING DIRECTOR

February 2016

**Re: Section 503 of the Rehabilitation Act**

Dear Contractors,

In September 2013, the Department of Labor Office of Federal Contract Compliance Programs (OFCCP) published a Final Rule that makes changes to the regulations implementing Section 503 of the Rehabilitation Act of 1973 (Section 503). Section 503 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities and requires that federal contractors and subcontractors take action to recruit, employ, train, and promote qualified individuals with disabilities. In the 2013 changes to Section 503, OFCCP established a 7% utilization goal for qualified IWDs.

The Federal Communications Commission (FCC) has made compliance with the new guidance regarding Section 503 a high priority. To this end, the FCC has the strong expectation that contractors will review and implement the guidance in Section 503 when doing business with the FCC. Detailed information on Section 503 of the Rehabilitation Act is available at the websites of the Department of Labor, the Federal Register and the Code of Federal Regulations. In addition, we have included a link to the Department of Labor's helpful short video entitled "Disability Inclusion Starts With You" (<https://blog.dol.gov/2015/10/13/disability-inclusion-starts-with-you/>). We encourage you to share this video with your workforce.

This initiative is extremely important to the FCC. The FCC is dedicated to supporting the goals and implementation of Section 503 of the Rehabilitation Act. We request that all potential contractors take the time to review the aforementioned provisions and act in a manner that advances the goals of recruiting, employing, training and promoting qualified workforce contributors with disabilities. The FCC sincerely appreciates your interest and contribution.

If you have any questions about this letter, please contact Dawn DiGiorigo;  
[Dawn.DiGiorigo@fcc.gov](mailto:Dawn.DiGiorigo@fcc.gov).

Sincerely,



Jon Wilkins  
Managing Director