

The Cost of Noncompliance with OFCCP Regulations

What is OFCCP Compliance?

The Office of Federal Contract Compliance Programs (OFCCP) is an agency in the United States Department of Labor regulating and enforcing compliance for businesses working with the federal government. For businesses to remain compliant, they must adhere to equal employment opportunity laws, including:

- **Affirmative Action**
- **Section 503 of the Rehabilitation Act of 1973**
- **The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)**

1. Financial Penalties

Violating OFCCP compliance regulations can result in fines ranging from thousands to millions of dollars, and you could be expected to pay these fines in as little as 30 days. These penalties are in addition to the costs of legal support and HR resources required to address violations.

Let's Crunch The Numbers

Find out how much protecting yourself using a compliance management solution saves you

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2. Reputational Damage

Failing an audit can hurt an organization's reputation, leading to lower morale, trust, and difficulty attracting top talent.



3. Business Disruptions

Failing to prepare for an OFCCP audit can disrupt critical HR and legal tasks, causing significant stress and burnout.



4. Loss of Government Contracts

Non-compliance with OFCCP regulations can lead to significant financial losses, including the loss of government contracts and future opportunities.



5. Subsequent Audits and Legal Action

Failing an audit increases the risk of future audits and legal challenges from the OFCCP and other regulatory bodies.

Ex. discrimination claims, other labor audits, affirmative action lawsuits



Take Control of Your Compliance Today

Don't let non-compliance put your business at risk. Ensure your organization stays compliant and audit-ready by taking proactive measures with our team to learn more about how we make maintaining OFCCP compliance easy.

[OFCCP Compliance 101 ▶](#)

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