

Federal Affirmative Action Laws

Race and Sex

Executive Order 11246

Requires federal contractors to develop affirmative action programs to employ and advance women and racial minorities. This act also prohibits discrimination on the basis of sex, race, religion, and national origin. Requires the establishment of hiring goals for racial minorities and women.

Veterans

Section 402, Veterans' Readjustment Act of 1974

Requires federal contractors to develop and implement affirmative action programs to employ and advance in employment qualified veterans and qualified special disabled veterans. The Act does not require the establishment of hiring goals for veterans.

Disability

Section 503, Rehabilitation Act of 1973

Requires federal contractors to develop and implement affirmative action programs to employ and advance in employment qualified individuals with disabilities. The Act does not require the establishment of hiring goals for persons with disabilities.