Module 2 - Case

FEDERAL CONTRACT COMPLIANCE ISSUES

Assignment Overview

EEO Compliance for Federal Contractors/Subcontractors

Before starting this assignment, be sure that you are familiar with the following laws and their amendments:

Office of Federal Contract Compliance Programs (Click on the link for a brief overview.)

Drug-Free Workplace Act (Click on the link for a brief overview.)

Executive Order 11246 (Click on the link for a brief overview.)

Rehabilitation Act of 1973 (Click on the link for a brief overview.)

Vietnam Era Veterans’ Readjustment Assistance Act (Click on the link for a brief overview.)

Affirmative Action Plans (Click on the link for a brief overview.)

Executive Order 12989 (E-Verify) (Click on the link for a brief overview.)

Case Assignment

You are an HR Manager for a large plastics company. One of your largest customers has just secured a major office furniture contract with the federal government. Your customer wants your company to become a subcontractor for the project, making all of the plastic parts required. There is uncertainty among your organization's top officials about whether or not to become part of this project, even though it would be very lucrative. The disagreement centers around the preparation of an affirmative action plan and the goal achievement requirements imposed to correct underutilization.

In this assignment you are asked to discuss additional EEO compliance requirements impacting a federal subcontractor. Also, be sure to discuss
the important components of an affirmative action plan (expanding on the goal-setting process), and discuss how affirmative action goals should relate to an organization's strategic human resources plan.

Bring in at least 5 library sources to help strengthen your discussion.

Please upload your paper by the module due date.

The paper should be at least 4-5 pages, not counting the cover and reference pages.

**Assignment Expectations**

Demonstrate your understanding of the major laws that impact employment decisions made by federal government contractors/subcontractors.

Complement your Internet research with library research and be sure to use information from the background reading.

Information Literacy: Evaluate resources and select only library/Web-based resources that provide reliable, substantiated information.

Give authors credit for their work. Cite sources of borrowed information in the body of your text as footnotes or numbered end notes, or use APA style of referencing.

Provide private sector employer examples (stating employers by name) of HRM programs, systems, processes and/or procedures, if possible.

Prepare a paper that is professionally presented (including a cover page, a list of references, headings/subheadings, and a strong introduction and conclusion). Proofread carefully for grammar, spelling and word-usage errors.