



Robert Bentley
GOVERNOR

Alabama Department of
REHABILITATION SERVICES



Cary F. Boswell
COMMISSIONER

February 27, 2014

News Release

FOR IMMEDIATE RELEASE

Contact: Kathleen McGehee
334-293-7500 or 1-800-441-7607

Conference 'READI'es contractors for Section 503

BIRMINGHAM – A conference to provide federal contractors and sub-contractors affected by Section 503 of the Rehabilitation Act of 1973 with new information regarding the hiring of individuals with disabilities is underway.

The two-day Section 503 Compliance Conference at the Cahaba Grand Conference Center in Birmingham will conclude today. The conference aims to provide clarity to new Section 503 mandates, which take effect March 24.

Section 503 prohibits employment discrimination against individuals based on disability by federal contractors and subcontractors and requires that they take affirmative action to recruit, employ, train, and promote qualified individuals with disabilities. The Final Rule of Section 503 strengthens the affirmative action provisions of the regulations to aid contractors in their efforts to recruit and hire individuals with disabilities and improve job opportunities for individuals with disabilities. The new mandates also make changes to the nondiscrimination provisions of the regulations to bring them into compliance with the Americans with Disabilities Act (ADA) Amendments Act of 2008.

Featured presenter Alvin Q. Mitchell, district director for the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP), Southeast Region, provided an overview on the Final Rule of Section 503 and OFCCP's perspective on implementation activities. Jeanne Goldberg, senior attorney advisor in the Office of Legal Counsel at the U.S. Equal Employment Opportunity Commission (EEOC), also spoke at the conference. Goldberg discussed ways to ensure compliance with the ADA and Section 503 in all stages of the employment process.

Conference attendees received a "toolkit," complete with materials, resources, sample forms, and draft policies to pair with what they learned at the conference to jump-start the implementation of the 503 mandates.

Hosting the conference are the READI-Net program of the Alabama Department of Rehabilitation Services, the Alabama Business Leadership Employment Network (ABLE Net), and the Alabama Industry Liaison Group, and the Equal Employment Opportunity Commission.

The Alabama Department of Rehabilitation Services is the state agency whose mission is to enable Alabama's children and adults with disabilities to achieve their maximum potential.

###

PROVIDING SERVICES TO ALABAMIANS WITH DISABILITIES