

# OFCCP Updates The Federal Contract Compliance Manual

**Government Contractor Compliance & Regulatory Update Blog** on **January 7, 2020**

On December 30, 2019, OFCCP updated its Federal Contract Compliance Manual (FCCM) for the first time since 2014. The FCCM “provides guidance for OFCCP’s compliance officers . . . in conducting compliance evaluations, complaint investigations and providing federal contractors with compliance assistance.” In a [press release](#), OFCCP explained that the updates “reflect revisions to OFCCP’s regulations, changes in practices, and to ensure transparency and provide greater clarity.”

OFCCP has provided a [detailed overview](#) of the changes and additions to the FCCM, broken down by Manual section. The changes to the FCCM include:

- Changes reflecting recent OFCCP directives, including OFCCP’s Focused Review Directive, [Transparency Directive](#), [Early Resolution Directive](#), [revised FAAP Directive](#), [PDN Directive](#), and [Compensation Directive](#).
- The insertion of the following as protected characteristics (reflecting [Executive Orders 13762](#) and [13665](#)): sexual orientation, gender identity, and discussing, disclosing and inquiring about compensation.
- The addition of language describing Section 503 and VEVRAA nondiscrimination and affirmative action requirements.

Contractors can download and review the full updated FCCM [here](#).

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## Related Professionals

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