

EO Survey Reviews

- In order to complete a study of the EO Survey, OFCCP needs the results of compliance reviews of a number of those contractor-establishments that completed the EO Survey that was sent out in December, 2002.
 - OFCCP has hired Abt Associates, a respected research firm, to study the usefulness of the EO Survey data.
 - The EO Survey was intended to improve the selection of contractors for compliance evaluations, which OFCCP uses to determine compliance with non-discrimination and equal employment opportunity (EEO) regulations.
 - In particular, Abt Associates is studying whether the EO Survey data can be used to develop an accurate selection model that is able to identify those contractors that are more likely to be engaged in systemic discrimination.
 - An accurate selection model will enable OFCCP to efficiently allocate its resources and avoid initiating evaluation of those employers who are in general compliance with EEO guidelines, thereby reducing the burden on them, and efficiently spending tax-payer dollars.
- Contractors were selected to receive the EO Survey that was sent out in December, 2002, based on a stratified random sample. Similarly, contractors will be selected for compliance reviews based on a random sample of those who received the 2002 EO Survey. **The EO Survey data that the contractor submitted is not the basis for being selected for a compliance review.**
 - OFCCP has just begun to schedule these compliance reviews. OFCCP will apply similar procedures for conducting these compliance reviews as it does any other compliance review. Establishments that undergo these compliance reviews will not be eligible for another compliance review for two years.
 - OFCCP will work with contractors that have multiple establishments under review at the same time to ensure that those contractors are not subject to an undue burden.
 - OFCCP will continue to schedule a significant number of compliance reviews based on its EEDS scheduling system.