Date [on or before September 2, 2025]

Via Email [ofccp\_guidance@dol.gov](mailto:ofccp_guidance@dol.gov)

And filed at <https://www.federalregister.gov/documents/2025/07/01/2025-12233/modifications-to-the-regulations-implementing-section-503-of-the-rehabilitation-act-of-1973-as>

Catherine L. Eschbach

Director, OFCCP

200 Constitution Avenue NW

Washington, DC 20210

RE: Docket No. OFCCP-2025-0003

Modifications to Section 503 Regulations – OPPOSE

Dear Director Eschbach:

My name is [FILLIN]. I am [DESCRIBE YOURSELF]. I am writing on behalf of [DESCRIBE ORGANIZATION if any]. I oppose the changes to the Section 503 regulations. People with disabilities can work. Disabled people need jobs to have a good life. This is important to me. The changes to the regulations will make it harder for people with disabilities.

People with disabilities are less likely to work and to have jobs. Disabled people are more likely to live in poverty. Almost 25% of people with disabilities aged 18 to 64 live in poverty, compared to 10% of nondisabled people.

Employers must do more to recruit, hire, and keep disabled people. Some employers have contracts with the federal government. Congress told federal contractors that they must hire, keep, and promote disabled workers. Congress said this in 1973 and then again four more times.

The rules tell federal contractors how to make sure they hire and keep disabled workers. Under the rules, large federal contractors must invite their workers to fill out a form. The form is voluntary. The employee can say no, I don't want to fill out the form. The form asks whether the person has a disability. Then the contractor can know how many people with disabilities it has hired. It can use the numbers to know whether it is doing a good job hiring and keeping disabled people. The rules say that contractors should try to have at least 7% workers with disabilities. If the contractor does not have 7%, it should work harder to recruit people with disabilities.

The OFCCP was careful when it wrote the Section 503 rules. It looked at data about people with disabilities. It reviewed hundreds of comments. It spent more than three years writing the rules.

I agree with the rules. Federal contractors should learn about their workers and whether they have disabilities. Federal contractors should know the numbers of disabled workers. They should have the data. Federal contractors should try to have 7% people with disabilities, at least. This is not very high considering how many people have disabilities.

The rules have helped federal contractors become better employers. Researchers at Cornell did a survey in 2017. The survey showed that most federal contractors are using the numbers. They are using the numbers to review their recruitment, hiring, retention, and advancement.

The new proposal would delete the rule to collect and analyze information. It would delete the rule to try to have 7% people with disabilities. This would be bad for people with disabilities.

Pat A. Shiu was the director of OFCCP when it wrote the Section 503 rules. She said, “What gets measured gets done." I agree with this.

I oppose the harmful proposed changes to the Section 503 regulations.

Thank you for considering my comment,

NAME

Organization [if any]