

Affirmative Action Compliance for Managers eLearning Course

Affirmative action requires organizations that contract with the federal government to promote equal opportunity among protected groups by recruiting and advancing qualified women, minorities, individuals with disabilities, and covered veterans. There are three separate laws regarding affirmative action, each focusing on a different protected group or groups. These laws, enforced by the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP), require employers to develop and implement Affirmative Action Plans—while proving their positive actions and good faith efforts implemented throughout the year are promoting equal opportunity.

Managers play a critical role in making employment decisions that can impact your company's compliance to affirmative action. Having a basic understanding of affirmative action and requirements for compliance will help reduce the risk of audit by the OFCCP, potentially avoid costly penalties, and ensure eligibility for future government contracts.

Course Description

The **Affirmative Action Compliance for Managers** course is designed to educate frontline managers about the basics of affirmative action and the role they play in supporting affirmative action compliance in their organization. In this course, learners will:

- Discover what affirmative action is (and isn't)
- Learn about the regulations that apply to federal contractors and subcontractors
- Find out the responsibilities of a manager in affirmative action compliance

At the end of the course, learners will have the opportunity to test their understanding of the material, and if they pass the assessment, receive a Certificate of Completion.

**Course Length:**

25 minutes

**Intended Audience:**

Any manager that makes employment decisions on behalf of the company

**Prerequisite:**

None

Key Benefits

- Covers all federally-required workforce compliance topics that managers should know regarding Executive Order 11246, Section 503 of the Rehabilitation Act and the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA)
- Can be configured to include your company branding (logo and background color) and introductory message
- Automatically documents learner participation to ensure compliance with federal training requirements
- Can be delivered through your LMS or the Instilled platform offered by Affirmity
- Maximizes learner participation with flexible, anywhere/anytime training

What is affirmative action?

Affirmative action defined

Let's start by thinking about what we mean by affirmative action. Which of the following do you think is the best definition?

Select the right-hand arrow to continue.

- Affirmative action sets quotas for hiring women and minorities to ensure equal opportunity ✕
- Affirmative action makes it easier for women and minorities to get employment ✕
- Affirmative action seeks to ensure equal opportunity in the employment process for all applicants and employees ✓
- Affirmative action gives women and minorities groups an advantage in the employment process ✕

[Confirm](#)

That's right!

Affirmative action seeks to ensure equal opportunity in the employment process for all applicants and employees.

Originally created as part of the Civil Rights Act of 1964, affirmative action requires organizations that contract with the federal government to promote equal opportunity among protected groups identified as subject to past or present discrimination. This includes individuals of all race, color, religion, sex, sexual orientation, gender identity, national origin, individuals with disabilities, and protected veterans.

Affirmative action programs are designed to:

- **Promote equal employment opportunity**
- **Eliminate discrimination** against protected groups
- **Remove barriers** in the workplace that could impact protected groups
- **Level the playing field** in every stage of the employment process including recruiting, hiring, onboarding, promotions, terminations, training opportunities, mentorship opportunities, and other employment actions

In addition to encouraging fairer practices, workplace diversity has many other direct and tangible benefits, with studies suggesting it leads to better decision making, innovation, and higher revenue.

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About Our eLearning Courses

Our interactive, research-based eLearning courses are developed by a team of practicing HR compliance professionals and subject matter experts with a broad knowledge of workplace issues and laws. Our courses are available for any number of learners through your Learning Management System (LMS) or the Instilled platform offered by Affirmity.

Other courses offered by Affirmity include topics covering:

- Recruiter compliance
- EEO laws
- Unconscious bias
- Respect in the workplace

About Affirmity

Affirmity, a former division of PeopleFluent, provides expert analysis, consulting, training, and software to optimize affirmative action and diversity and inclusion programs.

Our team of experts delivers diversity metrics and data-driven insights to manage and mitigate risk. Drawing on 45 years of experience, we guide HR and compliance teams through diversity goal setting. Affirmity empowers leaders with tools and dashboards to measure progress, and we help clients capture and communicate the positive business impacts of diversity initiatives.

A part of Learning Technologies Group plc (LTG), Affirmity serves more than 1,100 organizations—including global corporations, mid-sized organizations, and small businesses.

Contact Us

Find out how Affirmity's eLearning solutions can help you avoid penalties, maximize learner participation, and create an inclusive culture.

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