Maintaining Compliance Has Become Increasingly More Important

The functionality and flexibility of the iCIMS Talent Acquisition Suite make it easy for your organization to configure your Application in a way that can help your processes align with compliance regulations.
Office of Federal Contract Compliance Programs (OFCCP)

One area of the OFCCP addresses recordkeeping by U.S. federal contractors and subcontractors in relation to the Internet hiring process and the solicitation of race, gender, and ethnicity of “Internet Applicants.”

Visit www.dol.gov/ofccp or www.eeoc.gov for more information.

How iCIMS May Help

The Application helps you collect, search, store, and report on Equal Employment Opportunity (EEO) information to help you meet your OFCCP regulation compliance requirements.

Collect: Include EEO questions in the application to collect information for applicants who apply to jobs through your career portal. Setup your applicant flow with bins to help separate candidates based on your EEO tracking requirements.

Search: Keep a record of the job associated with each platform search, the search criteria used, the date of the search, and each resume returned from that search.

Store: Store information for each applicant on whether they have completed the EEO questionnaire, been requested to complete the EEO questionnaire, or have not completed the EEO questionnaire with EEO icons within the platform.

Report: Generate reports to help you meet your Equal Employment Opportunity Commission (EEOC) requirements, including the newly revised EEO-1 Report, with the platform’s powerful reporting capabilities.
Section 503

U.S. federal contractors and subcontractors are required to set a seven percent utilization goal for individuals with disabilities for each of their job groups, or for their entire workforce if the contractor has 100 or fewer employees. They are also required to collect disability information from new and current employees.

Visit www.dol.gov/ofccp/regs/compliance/section503.htm for more information.

Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA)

VEVRAA prohibits U.S. federal contractors and subcontractors from discriminating in employment against protected veterans and requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans. They are also required to document and update several quantitative comparisons for the number of vets who apply for jobs and the number they hire on a yearly cadence.


How iCIMS May Help

The iCIMS Standard iForms Library in iCIMS Recruit has an iForm that has been designed after the OFCCP’s government mandated form used to collect Section 503 data. iCIMS also provides two iForms for VEVRAA data collection based on sample OFCCP forms. These iForms in iCIMS Recruit are available at no additional cost and can be incorporated into any stage of your hiring process or given to employees to collect information. Completed iForms are stored in the platform and can be fully reportable.
Accessibility

Certain laws that govern accessibility, require entities to protect individuals with disabilities from discrimination by limiting access. In talent acquisition, your goal should be to find a system that helps to remove barriers that may prevent interaction with, or access to career sites and online applications for protected applicants and users.

Section 508
Requires electronic data and information technology to be universally accessible to individuals with disabilities. The purpose of Section 508 is to eliminate barriers in information technology, to make new opportunities available for individuals with disabilities, and to encourage developing technologies that will help achieve these goals.
Visit wwwSECTION508.gov for more information.

Title III of the Americans with Disabilities Act (Title III)
Provides protection to individuals with disabilities to ensure they cannot be barred access from a place of public accommodation or commercial facility - which operations affect commerce.

Web Content Accessibility Guidelines 2.0 (WCAG)
Aims to help make web content fully accessible for all end-users, especially individuals with disabilities.
Visit wwww3 org/WAI/ intro/wcag for more information.

How iCIMS May Help

Recognizing the importance compliance with Section 508 and Title III have on online recruiting, iCIMS’ Career Sites are capable of conforming to the WCAG 2.0, Priority Levels A and AA compliance in only IE11 with JAWS 18, as outlined by the World Wide Web Consortium (W3C), as well as enabling Section 508 and Title III compliance. There are however, many configurations available within the iCIMS Talent Acquisition Suite that may be made or selected by the customers that can potentially impact an individual Career Site’s Section 508 or Title III compliance and the WCAG conformance. We are committed to testing accessibility on a yearly basis, and iCIMS career portals currently have a 94% accessibility score in Internet Explorer, as reported by Level Access.
Accessibility for Ontarians with Disabilities Act (AODA)

The AODA calls for developing standards for accessibility in five key areas of daily living: Customer Service, Information and Communications, Employment, Transportation, and Built Environment. This law designates accessibility and compliance requirements for businesses providing goods, services, and facilities in the Canadian province of Ontario. Additionally, the law requires that covered entities comply with the W3C’s WCAG.

Visit www.aoda.ca/ for more information.

How iCIMS May Help

AODA compliance is largely influenced by the branding and content supplied by a customer for the purpose of marketing employment opportunities on the customer’s iCIMS hosted career portals. Based on the requirements under AODA and the iCIMS employer-specific branding capabilities, the iCIMS Application may be configured by a customer to support AODA compliance.
In addition to “out-of-the-box” functionality offered by the iCIMS Talent Platform, iCIMS has a variety of partners in our Marketplace that can help support your compliance efforts. Keep in mind that there are many configurations available within the iCIMS Talent Acquisition Suite and some of the configurations you make or select can potentially impact your level of compliance.

We suggest you work closely with your legal team to ensure you are making the necessary efforts to meet your specific requirements.

Want more information about iCIMS and compliance?

Email sales@icims.com
Call 1.800.899.4422
Visit icims.com

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About iCIMS: iCIMS is the leading provider of talent acquisition solutions that help businesses win the war for top talent. iCIMS empowers companies to manage their entire hiring process within the industry’s most robust Platform-as-a-Service (PaaS). Built on the foundation of a best-to-market talent acquisition software suite, iCIMS’ PaaS framework, UNIFi, allows employers to expand the capabilities of their core talent acquisition technology by integrating with the largest partner ecosystem in talent acquisition to help them attract, find, screen, and manage candidates. Offering scalable, easy-to-use solutions that are backed by award-winning customer service, iCIMS supports more than 3,500 contracted customers and is one of the largest and fastest-growing talent acquisition solution providers.

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