

AFFIRMATIVE ACTION PLANS

Immediate Turnaround

Strong AAPs immediately cast employers in a proactive light, and launch any OFCCP audit on a more positive course, thus contributing significantly to findings of compliance.

Sánchez has a decades-long record of generating audit-ready Plans that also double as management planning tools. Our AAPs have contributed to some clients' receipt of OFCCP awards for Affirmative Action best practices.

Additionally, outsourcing AAP preparation will free your staff to work on the more creative, strategic and challenging aspects of Affirmative Action-Diversity.

Unsurpassed Customer Service

OFCCP COMPLIANCE AUDITS & EVALUATIONS

Appointing agency heads that believe in aggressive regulatory enforcement, the Obama Administration has stated that it will pursue compliance more vigorously.

Combining nationwide contacts, healthy government relations, familiarity with Academia and Corporate America, and expertise in complex audit procedures, Sánchez helps employers navigate the intimidating audit-investigation process, reducing the crisis of government intervention to a positive and productive experience.

Identifying issues before the government arrives, Sánchez helps organizations develop a more accurate, positive portrayal of their employment practices, thus enhancing their credibility and compliance posture.

Sánchez' agility gives it an advantage over bigger firms.

INTERNAL SELF-AUDITS

Performance • Trends • Status • History

Sánchez' client-commissioned internal self-audits pinpoint an employer's true level of compliance vulnerability, including any barriers to minority-female career mobility. Audit process components include:

- organizational analysis, problem ID & diagnosis;
- goals and strategy development;
- communications and training;
- accountability; and
- implementation, monitoring & assessment.

Our audits and solutions are comprehensive, creative and realistic, and when executed engender a more diverse, quality workforce. Implementing our strategies, moreover, can reduce recruitment, complaint and turnover costs, since:

- the process also identifies the root cause of minority-female dissent and adverse impact; thus
- facilitating the formulation of more appropriate, focused responses.

And because Sánchez internal audits simulate the most comprehensive, efficient government reviews, employers can assess their vulnerability and compliance posture in a safe setting.

*Affirmative action
& EEO generate diversity;
coupled with quality
& inclusion, they
generate excellence.*

COMPENSATION AUDITS

Expert & Timely

Sánchez' client-commissioned, pay equity and compensation audits are as discerning and competent as any performed by compliance agencies.

Applying a variety of government-, industry-, and court-approved methodologies, observations are not simply statistical, but anecdotal, well-researched and conclusive.

Write-ups are cogent and precise, conclusions are based on hard data, and advice is always realistic and structured, with the dual aim of resolving issues and preserving management discretion.

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CONSTRUCTION CONTRACTORS

16 EEO & Affirmative Action Requirements

Construction firms with federal contracts or sub-contracts exceeding \$10,000 are routinely subject to Department of Labor/OFCCP anti-discrimination and Affirmative Action regulations and audits. And now, firms receiving stimulus funds under the American Recovery and Reinvestment Act (ARRA) will be subject to increased scrutiny.

We know minority & female utilization goals, the hiring hall process, as well as community involvement, documentation, management accountability, and job posting & outreach recruitment expectations.

In as few as 48 hours, Sánchez & Associates can create customized Affirmative Action Plans for Veterans and Persons with Disabilities, help you establish the policies, programs and strategies needed for current and future compliance, while ensuring that your firm is adhering to all record keeping requirements. We guarantee that your firm will be portrayed in the most positive light possible.