

# Disability Policy Roundtable

Representing the over 70 million Americans with disabilities.

Powered by the National Organization on Disability and  
American Association of People with Disabilities

Governor Tom Ridge and  
Congressman Jim Langevin,  
Co-Chairs

## **Member Organizations**

American Association of  
People with Disabilities  
(AAPD)

American Network of  
Community Options and  
Resources (ANCOR)

Association of People  
Supporting Employment First  
(APSE)

Autistic Self Advocacy  
Network (ASAN)

Association of University  
Centers on Disabilities  
(AUCD)

Autism Society

Bazelon Center for Mental  
Health Law

Deaf Equality

Disability Belongs

National Council on  
Independent Living (NCIL)

National Organization on  
Disability (NOD)

National Disability Institute  
(NDI)

National Down Syndrome  
Society (NDSS)

National Federation of the  
Blind (NFB)

Paralyzed Veterans of America  
(PVA)

Smith-Kingsmore Syndrome  
Foundation (SKS)

Washington, DC, (July 18, 2025) - The Disability Policy Roundtable strongly urges the Department of Labor's Office of Federal Contract Compliance Programs to reconsider its proposed rule change to the implementation of Section 503 of the Rehabilitation Act of 1973.

Section 503 of the Rehabilitation Act requires federal contractors to take meaningful steps toward hiring people with disabilities, and prohibits discrimination against them. The administration is now seeking to roll back these long-standing protections.

Specifically, this rule proposes rescinding the 7% utilization goal for employment of qualified individuals with disabilities by federal contractors. It also rescinds the contractor requirement of inviting applicants and employees to self-identify their disability - which helps evaluate progress toward the 7% utilization goal.

The administration cites the Americans with Disabilities Act (ADA) to justify these changes. However, the ADA does not conflict with either of these longstanding practices, which have proven to be essential tools for expanding workforce access for people with disabilities.

The labor market continues to struggle, as key jobs throughout our economy remain unfilled. It is imperative that this administration embrace policies designed to strengthen our economy and expand our workforce, which works best with robust participation from the over 70 million Americans with disabilities.

The Disability Policy Roundtable