



U.S. Equal Employment Opportunity Commission

Rehabilitation Act of 1973

Subchapter 5 of the Rehabilitation Act of 1973 sets forth critical provisions regarding the rights of people with disabilities in their interactions with the federal government, whether through direct contact with federal agencies—including with the EEOC—or contact with entities that receive certain federal contracts or federal financial assistance. Some of the key provisions of the Rehabilitation Act appear here:

Sections 501 and 505 of the Rehabilitation Act (Section 501 and Section 505) of 1973 (<https://www.eeoc.gov/statutes/rehabilitation-act-1973>)

Section 501 prohibits employment discrimination against applicants or employees of the federal government who are individuals with disabilities. Section 505 contains provisions governing remedies and attorney’s fees under Section 501.

Rehabilitation Act Amendments of 1992 (<https://www.congress.gov/bill/102nd-congress/house-bill/5482/text/pl?overview=closed>)

The 1992 Amendments changed the earlier Rehabilitation Act term “handicapped person” to “individual with a disability” and provided that the standards applied under Title I of the ADA apply to employment discrimination determinations.

Section 503 of the Rehabilitation Act of 1973 (<https://www.dol.gov/agencies/ofccp/section-503/law>)

Section 503 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities and requires employers to take affirmative steps to recruit, hire, promote, and retain individuals with disabilities.

The EEOC developed **regulations that govern coordination between EEOC and the Office of Federal Contract Compliance Programs (OFCCP) at the U.S.**

Department of Labor on Section 503 matters

(<https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XIV/part-1641>). For

more information, contact **OFCCP** (<https://www.dol.gov/agencies/ofccp>) at the U.S. Department of Labor.

Section 504 of the Rehabilitation Act of 1973

(<https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/statutes/section-504-rehabilitation-act-of-1973>)

Section 504 prohibits organizations and employers from excluding or denying individuals with disabilities an equal opportunity to receive program benefits and services. EEOC has two primary roles with respect to Section 504: Ensuring EEOC compliance with 504 in its own **federally conducted activities**

(<https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XIV/part-1615>) and advising federal agencies on compliance with employment-related matters under Section 504, in its **coordination** (**(<https://www.eeoc.gov/eeoc-coordination-authority-federal-government-and-private-sector-equal-employment-opportunity>)**) role. The EEOC developed **coordination procedures for charges filed under the ADA and Section 504 against recipients of federal financial assistance** (**(<https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XIV/part-1640>)**).

For employment-related matters arising under Section 504, **EEOC handles federal coordination** (**(<https://www.eeoc.gov/eeoc-coordination-authority-federal-government-and-private-sector-equal-employment-opportunity>)**). For non-employment related matters under Section 504, the **Disability Rights Section** (**(<https://www.ada.gov/>)**) of the U.S. Department of Justice's Civil Rights Division handles federal coordination.

Section 508 of the Rehabilitation Act of 1973 (**(<https://www.access-board.gov/law/ra.html#section-508-federal-electronic-and-information-technology>)**).

Section 508 requires federal agencies, including the **EEOC** (**(<https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XIV/part-1615>)**), to ensure that electronic and information technology used by the government can be accessed and used by people with disabilities. For more information, contact the U.S. **Access Board** (**(<https://www.access-board.gov/>)**) or the U.S. **General Services Administration** (**(<https://www.section508.gov/>)**).