



## CAMPUS COUNSEL

A legal blog written for administrators, HR professionals, in-house counsel, and deans at colleges and universities

### VETS Final Rule Provides Relief For Institutions With Affirmative Action Obligations

SEPTEMBER 29, 2014

On September 25, 2014, the Department of Labor issued the Final Rule revising reporting requirements under the Vietnam Era Veterans Readjustment Assistance Act, as amended (VEVRAA). The Final Rule simplifies reporting of required data to the Veterans' Employment and Training Services (VETS) by, among other changes, allowing contractors to report the number of employees and new hires who qualify as protected veterans in the aggregate as opposed to breaking them out into various categories of protected veteran status (e.g., disabled veteran, recently separated veteran, etc.). This change will limit multiple counting of individual veterans because they qualify as protected veterans under more than one category. The VETS-100 and VETS-100A reports are being replaced by the new VETS-4212 form. Contractors will begin filing the VETS-4212 form with the annual report due on September 30, 2015.

**Client Tip:** *Colleges and universities subject to affirmative action plan requirements as federal contractors should review the Final Rule and ensure that data collection processes and procedures are revised to meet the new reporting requirements.*