



Top Takeaways: Monthly Roundtable Meeting September 2026

The Institute is committed to keeping our members informed regarding cutting-edge developments. Below are the top highlights from September 15, 2026 Member Roundtable with Institute Leaders Nita Beecher, Laura Mitchell and David Cohen as well as Faculty Member Scott Kelly.

Please share these key takeaways with your internal leaders. The replay of the September 2026 Roundtable is located [here](#). Members will need to log in for full access.

Highlights

- **Reminder on Section 503 revisions.** Laura Mitchell reminded members that the CC-305 Form must be eliminated by September 21st. David Cohen, Scott Kelly and Nita Beecher agreed DOL is unlikely to issue any guidance for contractors on collecting disability data. If members continue collecting data, they should consult their counsel.
- **Accenture DOJ Settlement.** David Cohen outlined the recent \$25M [Accenture settlement](#) under its Civil Rights Fraud initiative. DOJ alleged Accenture violated the False Claims Act by falsely certifying compliance with federal nondiscrimination laws by establishing goals for women and minorities tied to executive compensation for hiring, promotion and development.
- **EEOC Update**
 - **EEOC Chair Solicits Anti-American Bias Cases.** On Monday, September 7th EEOC Chair Andrea Lucas [posted](#) a video on X and LinkedIn seeking complaints from American workers discriminated against in favor of foreign workers or H1B visa holders.
 - [Catherine Eschbach](#), former OFCCP Director, was nominated to be EEOC General Counsel.
- **Disparate impact update.** Scott Kelly recapped the status of disparate impact as a method of providing discrimination. A number of states have or have added disparate impact in their state laws including Illinois, New York, New Jersey, Massachusetts. Even EEOC has indicated that it will use statistics to prove disparate treatment pattern and practice cases. With more than 90% of employers using some type of AI in their hiring process, Scott urged members who use AI in hiring to do a risk analysis, mentioning a recent [Stanford report](#) which found a commonly used AI tool screened out 26% of Black applicants and 15% of Asian applicants.
- **Update on veterans oversight.** David Cohen provided an update on a recent [Rand Report](#) on veteran hiring by federal contractors. The report found that veteran hiring by federal contractors has decreased substantially in the past several years. A Wall Street Journal article blamed the Trump Administration's gutting of OFCCP and attacks on DEI for the lack of focus on veteran hiring by federal contractors. The report recommended substantial changes to VETS 4212 report to include promotion and retention data for veterans. Shortly after the WSJ article, the Trump Administration issued a new [Executive Order 14426, Accelerating Access to Veterans' Benefits and Employment Opportunities](#).

- ➡ **Member Roundtable Meeting: October 20th at 2 pm Eastern.** Please click [here](#) for the zoom information.
- ➡ **Webinars – Always complimentary to all members.** Registration information is located [here](#).