

# What to Expect in 2026—Enforcement Initiatives and New Legal Requirements and Obligations

Webinar Q&A Guide

**Q: Do you think the Self-ID of disability will go away?**

A: We don't know. The attorneys at Roffman Horvitz hope that the OFCCP permits employers who wish to continue soliciting the information as part of their commitment to equal opportunity and inclusion be allowed to do that even if the requirement to do so goes away. This is in line with the feedback that DirectEmployers received from its members—employers should be permitted to continue to do it.

**Q: "Fellowships" were referenced as possibly problematic. Yet, there are a variety of DoD SkillBridge programs explicitly available for transitioning veterans only. Are these under scrutiny also and possibly deemed "illegal"?**

A: We are not aware that the Skillbridge fellowships have come under any scrutiny. Non-veterans are not a protected category, so if a fellowship is made available only to veterans, a non-veteran doesn't have a legal basis to challenge it. Moreover, some Skillbridge programs operate under the auspices of Department of Labor requirements, which in some programs include a veterans' preference as a matter of law.