



DEPARTMENT OF THE ARMY
OFFICE OF THE SECRETARY OF THE ARMY
OFFICE OF SMALL BUSINESS PROGRAMS
106 ARMY PENTAGON
WASHINGTON DC 20310-0106

SASB

24 November 2025

MEMORANDUM FOR SMALL BUSINESS CONTRACTORS

SUBJECT: Enforcement of the Small Business Regulatory Enforcement Fairness Act (SBREFA) of 1996

1. The Army Office of Small Business Programs fully supports the Small Business Regulatory Enforcement Fairness Act (SBREFA) of 1996. This legislation ensures that small businesses, small government jurisdictions and nonprofit organizations are treated fairly, afforded due process, and provided meaningful opportunities to address concerns regarding federal regulatory enforcement actions.
2. **Background.** SBREFA of 1996 was created to ensure regulators are accountable and small businesses have a voice. The Small Business Administration's Office of the National Ombudsman (ONO) serves as a neutral liaison to assist small business entities in resolving issues related to regulatory enforcement, including repetitive audits, excessive fines, or retaliatory actions.
3. **Policy Statement.** The Army Office of Small Business Programs is committed to building a fair and collaborative relationship with small business contracts. Every small business that works with the Army must be confident raising questions, concerns, or complaints about regulatory practices without hesitation. Retaliation of any kind is strictly prohibited. Our goal is to ensure that all interactions with small businesses are conducted with professionalism, respect, and impartiality, reinforcing trust and transparency across the defense industrial base.
4. **Implementation and Oversight.** To uphold this commitment, the Army Office of Small Business Programs will actively monitor compliance with SBREFA and ensure that all Army small business professionals understand their responsibilities. Allegations of unfair treatment or retaliation will be taken seriously, promptly reviewed, and escalated to senior officials for resolution when necessary. Small businesses can expect timely responses, clear communication, and consistent enforcement of these protections. By maintaining strong oversight, we aim to create an environment where industry partners can engage confidently with the Army, knowing their concerns will be heard and addressed fairly.

5. Resources for Small Businesses. Small businesses are encouraged to communicate with their local or command small business professional for assistance or clarification regarding regulatory requirements. If the small business professional is unable to resolve the concern, the Army's Office of Small Business Programs is also available to assist. Small business can send an inquiry with their concern; see contact information at the following web location: <https://www.army.mil/osbp#org-contact-us>.

A small business may further contact the SBA Office of the National Ombudsman directly for independent review. The contact information for the SBA's office is:

Office of the National Ombudsman
United States Small Business Administration
409 3rd Street, SW
Washington, DC 20416
Toll-Free: (888) 734-3247/ (888) REG-FAIR
Website: www.sba.gov/ombudsman; ombudsman@sba.gov

The National Ombudsman resolves concerns of uneven or excessive federal regulatory enforcement. Reviews are confidential and do not waive the right to pursue administrative appeals or any other legal action.

6. Commitment to Fairness. The Army Office of Small Business Programs remains dedicated to fostering a business environment that promotes fairness, transparency, and trust across the defense industrial base. This policy underscores the Army's partnership with the small business community and its commitment to supporting the success of small entities that contribute to national defense.

Questions regarding this policy or its implementation may be directed to the Army Office of Small Business Programs at the website indicated in paragraph 5 of this memorandum.

Encl

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Director, Small Business Programs

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