

AFFIRMATIVE ACTION AND NON-DISCRIMINATION REQUEST

The following information is being requested for FEDERAL Equal Employment Opportunity reporting requirements only. Your responses are strictly voluntary. If you choose not to answer any of these items, you will not be subject to adverse effects. However, we urge you to complete this form to assist us in providing equal opportunity to all applicants. We appreciate your cooperation. *This information will remain confidential.* THIS FORM WILL BE REMOVED FROM YOUR APPLICATION BEFORE REFERRAL TO PERSONS CONDUCTING EMPLOYMENT INTERVIEWS.

Position Applied for: _____

Date of Birth: _____ City/State of residence: _____

GENDER [] Male [] Female

RACE IDENTIFICATION

- [] **White** – A person not Hispanic or Latino, with origins in any of the original peoples of Europe, North Africa, or the Middle East.
- [] **Black or African American** – A person not Hispanic or Latino, with origins in any of the Black racial groups of Africa.
- [] **Hispanic or Latino/a** – a person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish culture or origin, regardless of race.
- [] **Asian** – a person (not Hispanic or Latino) with origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This area includes Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- [] **Native Hawaiian or Other Pacific Islander** – a person (not Hispanic or Latino) having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands.
- [] **American Indian or Alaskan Native:** a person (not Hispanic or Latino) with origins in any of the original peoples of North America who maintains cultural identification through tribal affiliation or community attachment.
- [] **Two or more races** – a person (not Hispanic or Latino) who identify with more than one of the above five races.

VETERAN STATUS

- [] **Vietnam Era Veteran:** is a person who served on active duty for more than 180 days in the U.S. military, ground, naval or air service (who was discharged or released with other than a dishonorable discharge) if any part of such active duty was performed either in the Republic of Vietnam between February 28, 1961, and May 7, 1975, or in any other location between August 5, 1964, and May 7, 1975, or who was discharged or released from active duty for a service-related disability if any part of such active duty was performed between February 28, 1961, and May 7, 1975.
- [] **Newly Separated Veteran:** is any veteran who has been discharged or released from active duty in the U.S. military, ground, naval or air service within the three-year period prior to this application.
- [] **Disabled Veteran:** is a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who would be entitled to compensation but for the receipt of military retirement pay) under laws administered by the Secretary of Veterans Affairs, or is a person who was discharged or released from active duty because of a service-connected disability rated at 30% or more, or who has a 10-20% disability who has been determined under Section 30 U.S.C. 3106 to have a serious employment handicap.
- [] **Armed Forces Service Medal Veteran:** is any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation on or after June 1, 1992, for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.
- [] **Other Veteran:** any veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized.

Signature: _____ Date: _____

If you have a disability which may impair your ability to participate in the selection process, you should contact the Human Resources Department to arrange for reasonable accommodation. If you feel you have been treated unfairly or discriminated against because of race, color, national origin, sex, age, disability or any other status protected under applicable nondiscrimination laws, please contact the Human Resources Department.