

Voluntary Self-Identification

GENDER, RACE, AND ETHNICITY

Why am I being asked for my gender, race, and ethnicity?

Certain laws may require this employer to collect voluntary self-identification information, including gender, race, and ethnicity, and report it to various government agencies for statistical purposes.

How will this information be used?

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and will only be used for non-discriminatory and lawful monitoring and/or reporting purposes. This information will not affect the decision regarding your application for employment.

DEFINITION OF RACE/ETHNIC CATEGORIES

- Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of Race
- White (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American (Not Hispanic or Latino): A person having origins in any of the black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Asian (Not Hispanic or Latino): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- American Indian or Alaska Native (Not Hispanic or Latino): A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- Two or More Races (Not Hispanic or Latino): All persons who identify with more than one of the above five races.

Protected Veteran Status

- **Disabled Veterans**

(a) a veteran of the U.S. military, ground, naval, or air service entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or (b) a person discharged or released from active duty because of a service-connected disability.

- **Recently Separated Veterans**

Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

- **Active Duty Wartime or Campaign Badge Veterans**

A 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 under the laws administered by the Department of Defense.

- **Armed Forces Service Medal Veterans**

A veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to the Executive Order 12985.

Why are we asking?

If this employer is a federal contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAAA), it is required to take affirmative action to employ and advance in employment:

- (1) Disabled veterans;
- (2) Recently separated veterans;
- (3) Active duty wartime or campaign badge veterans; and
- (4) Armed forces service medal veterans.

How will this information be used?

If this employer is a government contractor subject to VEVRAA, this information will be used to measure the effectiveness of its outreach and positive recruitment efforts it undertakes pursuant to VEVRAA. This information is being requested on a voluntary basis and will be kept confidential as required by the law. Refusal to provide the requested information will not subject you to any adverse treatment. If provided, this information will not be used in a manner inconsistent with **VEVRAA**.