

AFFIRMATIVE ACTION PROGRAM/EEO

NAME:

Print name

SEX: MALE:

FEMALE:

ETHNIC CATEGORY

HISPANIC OR LATINO

WHITE (NOT HISPANIC OR LATINO)

BLACK OR AFRICAN AMERICAN (NOT HISPANIC OR LATINO)

ASIAN (NOT HISPANIC OR LATINO)

NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NOT HISPANIC OR LATINO)

AMERICAN INDIAN OR ALASKA NATIVE (NOT HISPANIC OR LATINO)

TWO OR MORE RACES (NOT HISPANIC OR LATINO)

I HAVE READ THE DEFINITIONS ON PAGE 2 OF THIS FORM AND WISH TO BE CONSIDERED UNDER THE AFFIRMATIVE ACTION PROGRAM FOR THE CATEGORY OR CATEGORIES CHECKED BELOW. INFORMATION IS USED SOLELY FOR IDENTIFICATION PURPOSES AND IS DETACHED AND KEPT SEPARATE FROM PERSONNEL FILES.

Disabilities include, but are not limited to:

Blindness

HIV/AIDS

Missing limbs or partially missing limbs

Impairments requiring the use of a wheelchair

Deafness

Schizophrenia

Post-traumatic stress disorder (PTSD)

Intellectual disability (previously called mental retardation)

Cancer

Muscular dystrophy

Obsessive compulsive disorder

Diabetes

Bipolar disorder

Epilepsy

Major depression

Autism

Multiple sclerosis (MS)

Cerebral palsy

YES, I HAVE A DISABILITY (or previously had a disability)

NO, I DON'T HAVE A DISABILITY

I DON'T WISH TO ANSWER

As a **Government contractor** subject to VEVRAA, we are required to submit a report to the United States Department of Labor each year identifying the number of applicants belonging to each specified "protected veteran" category. If you believe you belong to any of the categories of protected veterans listed on page 2, please indicate by checking the appropriate box below.

VETERAN:

DISABLED VETERAN

ARMED FORCES SERVICE MEDAL VETERAN

ACTIVE DUTY WARTIME OR CAMPAIGN BADGE VETERAN

RECENTLY SEPARATED VETERAN

I am a protected veteran, but I choose not to self-identify the classifications to which I belong.

I am NOT a protected veteran.

THE CORPORATION HAS ESTABLISHED AN AFFIRMATIVE ACTION PROGRAM TO PROMOTE THE EMPLOYMENT AND ADVANCEMENT OF GROUPS SPECIFICALLY IDENTIFIED BY STATUS AND REGULATION, INCLUDING MINORITY FEMALES, INDIVIDUALS WITH DISABILITIES, DISABLED VETERANS, RECENTLY SEPARATED VETERANS, ACTIVE DUTY WARTIME OR CAMPAIGN BADGE VETERANS, and ARMED FORCES SERVICE MEDAL VETERANS. THIS AFFIRMATIVE ACTION PLAN IS AVAILABLE IN THE HUMAN RESOURCES OFFICE.

Signature:

Date:

DEFINITIONS AND CONFIDENTIALITY OF INFORMATION
Under the
REHABILITATION ACT OF 1973, AS AMENDED
and
VIETNAM ERA VETERAN READJUSTMENT ASSISTANCE ACT OF 1974
and
REPORTING REQUIREMENT OF OFCCP 41 CFR 60-2.25 PER EXECUTIVE ORDER
11246 AS AMENDED

Disability:

An "individual with a disability" means any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a history or record of such impairment or medical condition

Disabled Veteran

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

Armed Forces Service Medal Veteran

This term means 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 for which an Armed Forces service medal was awarded pursuant to Executive Order No. 12985.

Recently Separated Veteran

This term means 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 Veteran

This term means 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.

DEFINITION OF ETHNIC CODES:

White not Hispanic origin: A person with origins in any of the original peoples of Europe, North Africa, or the Middle East who is not of Hispanic origin.

American Indian or Alaskan Native: A person with origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.

Black, not Hispanic origin: A person with origins in any black racial group of Africa who is also not of Hispanic origin.

Asian or Pacific Islander: A person with origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or in the Pacific Islands. This area includes for example: China, Japan, Korea, and the Philippine Republic and Samoa.

Hispanic: A person of Mexican, Puerto Rican, Cuban, South America, or other Spanish culture or origin, regardless of race.

CONFIDENTIALITY OF INFORMATION FURNISHED BY DISABLED AND VETERAN:

Information from disabled applicants and employees and from veterans will be furnished on a voluntary basis only and will be kept confidential. Refusal to provide information will not subject the disabled applicant or employee or veteran to any adverse treatment and will be used only in accordance with applicable laws and regulations. Medical records are confidential except that: (1) Supervisors or managers may be informed regarding restrictions on the work, or duties, (2) First aid and safety personnel may be informed, where and to the extent appropriate, if the condition might require emergency treatment; and (3) Government officials investigating compliance with applicable laws and regulations, shall be informed.