

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

VEVRAA Self-Identification Form

Voluntary Self-Identification of "Protected" Veteran Status

Why Are You Being Asked to Complete This Form?

This employer is a Government contractor subject to Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA). VEVRAA requires Government contractors to take affirmative action to employ and advance in employment protected veterans. To help us measure the effectiveness of our outreach and recruitment efforts of veterans, we are asking you to tell us if you are a veteran covered by VEVRAA. Completing this form is completely voluntary, but we hope you fill it out. Any answer you give will be kept private and will not be used against you in any way.

For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

How Do You Know if You Are a Veteran Protected by VEVRAA?

Contrary to the name, VEVRAA does not just cover Vietnam Era veterans. It covers several categories of veterans from World War II, the Korean conflict, the Vietnam era, and the Persian Gulf War which is defined as occurring from August 2, 1990 to the present.

If you believe you belong to any of the categories of protected veterans, please indicate by checking the appropriate box below. The categories are defined on the next page and explained further in an "[Am I a Protected Veteran?](#)" infographic provided by OFCCP.

- I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED BELOW
 I AM NOT A PROTECTED VETERAN I DO NOT WISH TO ANSWER

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

What Categories of Veterans Are “Protected” by VEVRAA?

“Protected” veterans include the following categories: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These categories are defined below.

1. A “disabled veteran” is one of the following:
 - 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
 - a person who was discharged or released from active duty because of a service-connected disability.
2. A “recently separated veteran” 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.
3. An “active duty wartime or campaign badge veteran” 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.
4. An “Armed forces service medal veteran” means 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 Executive Order No. 12985.

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.