

RACE AND GENDER VOLUNTARY DISCLOSURE

-Hampton University is committed to maintaining confidentiality-

THIS FORM WILL BE KEPT SEPARATE FROM YOUR EMPLOYMENT APPLICATION

Hampton University is committed to being an Equal Opportunity Employer, and therefore requests the information below from our applicants. The information is used for federal reporting requirements only. **Your responses are strictly voluntary and will remain confidential.** We ask if you choose not to answer, you select “do not wish to disclose.” Choosing not to provide the information below will not subject you to adverse effects. Your voluntary completion of this form will assist Hampton University in providing equal employment opportunity in accordance with federal regulations and we appreciate your cooperation.

Applicant Name: (Please print) _____ Date: _____

Position Applied for: _____

Gender (*federally defined*):

_____ Male _____ Female _____ Do not wish to disclose

Race Identification (*federally defined*):

_____ 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.

_____ 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.

_____ 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.

_____ 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.

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

_____ Do not wish to disclose

(please continue to the next page)

INVITATION TO SELF-IDENTIFY (VEVRAA)

1. This employer is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. § 4212 (VEVRAA), which requires Government contractors 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. These classifications are defined as follows:

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 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.

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.

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.

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 12985.

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service.

For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

2. If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE

I AM NOT A PROTECTED VETERAN

3. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are consistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

4. The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

5. Hampton University is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, and the Veterans' Employment Opportunity Act of 1998 (VEOA). VEVRAA requires Hampton University to take affirmative action to employ and advance in employment special disabled veterans, veterans of the Vietnam era, and recently separated veterans covered by the Act. VEOA requires USC to take affirmative action to employ and advance in employment "other eligible veterans" who served on active duty during a war or in any campaign or expedition for which award of a campaign badge has been authorized.

Applicant Signature: _____

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 Office of Human Resources.