

The following information is collected to measure the effectiveness of the University of Idaho's affirmative action and equal employment opportunity efforts. We would appreciate your participation however you are not required to participate. Please be assured that this information is strictly voluntary and treated confidentially, it is not kept in your file, and is only used strictly in a manner consistent with state and federal affirmative action guidelines.

Name: \_\_\_\_\_ ID Number: \_\_\_\_\_

Sex:  Female  Male  Do not Identify

**\*Race/Ethnicity: (please refer to definitions)**

**\*What is your ethnicity?**

Are you Hispanic (Hispanic or Latino)?  Yes  No

What is your race? Select one or more races.

- American Indian/Alaska Native\*
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Chose not to answer

\*If American Indian, please indicate your tribal affiliation and/or tribal enrollment number

\_\_\_\_\_

\_\_\_\_\_

**\*Race/Ethnicity Definitions:**

- **Hispanic/Latino Origin** – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race
- **American Indian/Alaska Native** – All persons having origins in any of the original peoples of North American and who maintain cultural identification through tribal affiliation or community
- **Asian** – A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, including, for example, Cambodia, China, Japan, Korea, India, Malaysia, Pakistan, Thailand, and Vietnam
- **Black or African American** – A person having origins in any of the black racial groups of Africa
- **Native Hawaiian or Other Pacific Islander** – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- **White** – All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East

**Disability Status:**

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities. To help us measure how well we are doing, we ask you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we do hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way. If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

**Do you have a disability as defined by the American's with Disabilities Act (ADA)? (Please see definition below)**

Yes  No  Choose not to answer

**The American's with Disabilities Act of 1990 defines an individual with a disability as:**

- a person with a physical or mental impairment that substantially limits that person in a major life activity,
- a person with a record of such a physical or mental impairment, or a person who is regarded as having such an impairment

**Disabilities may include:**

Blindness	Autism	Bipolar Disorder	Post-Traumatic Stress Disorder (PTSD)
Deafness	Cerebral Palsy	Major Depression	Obsessive Compulsive Disorder (OCD)
Cancer	HIV/AIDS	Multiple Sclerosis (MS)	Impairments requiring the use of a wheelchair
Diabetes	Schizophrenia	Missing full or partial limbs	Intellectual Disability (previously called mental retardation)
Epilepsy	Muscular Dystrophy		

**Reasonable Accommodation Notice:** Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

**\*\*Veterans Status: (please refer to definitions)**

This employer is a Government contractor subject to the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 USC § 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.

- **Disabled Veteran** – A veteran of the US 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
  - **Recently Separated Veteran** – Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the US military, ground, naval, or air service
  - **Active duty wartime or campaign badge veteran** – A veteran who served on active duty in the US military, ground, naval or air service during a war, or in a campaign or expedition for which campaign badge has been authorized under the laws administered by the Department of Defense
  - **Armed Forces Service Medal Veteran** – A veteran who served on active duty in the US military, ground, naval, or air service, participated in the US military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985
- I am not a protected veteran
  - Disabled Veteran
  - Recently Separated Veteran
  - Active duty wartime or campaign badge veteran
  - Armed Forces Service Medal Veteran
  - Choose not to answer

**Please return to:** University of Idaho  
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