

VOLUNTARY SELF IDENTIFICATION FORM

Federal laws and regulations require us to report on our workforce by race, gender, disability, and veteran status. Please assist us by completing this form. Completion of this data is voluntary and will not affect your opportunity for employment or terms or conditions of employment. The data you provide will be kept confidential and will be used for reporting purposes only.

Last Name: _____ **First Name:** _____

Middle Initial: _____ (Optional) **Social Security Number:** _____

Gender: Please check the appropriate category.

Male

Female

Race/Ethnicity: Please check one that best applies to you

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Asian: 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.

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: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

American Indian or Alaska Native: 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: All persons who identify with more than one of the above races, excluding those who identify themselves as Hispanic or Latino.

Veteran's Status: Check all that apply.

I identify as one or more of the classifications of protected veteran*

I identify as a veteran, but not a protected veteran

I am not a veteran

I do not wish to self-identify

Disability

Yes, I have a disability*

No, I don't have a disability

I don't wish to self-identify

*** Self-Identification Form Definitions**

1. These classifications are defined as follows and are referred to all together as "protected veterans":
 - A disabled veteran is one of the following:
 - 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.
 - 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 US military, ground, naval, or air service.
 - An "active duty wartime or campaign badge veteran" means a veteran who serviced on active duty in the US 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 US 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](#).
2. A disability refers to a physical or mental impairment, which substantially limits one or more of a person's major life activities, has a record of such impairment, or is regarded as having such impairment.

As an Equal Opportunity employer, System Soft Technologies does not discriminate against our employees, applicants, or job seekers because of race, color, gender, religion, national origin, disability, veteran status, age, marital status, or any other protected group status as defined by the laws. If you should have any questions regarding this form, please contact Human Resources.

Employee Signature

Date