EMPLOYEE SELF-IDENTIFICATION INFORMATION SHEET

Name:	
Position:	

Campus ID#

CMU is an Equal Opportunity Employer and institution. CMU does not discriminate against persons based on age, color, disability, ethnicity, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight.

CMU is required by federal law to request and maintain data on applicants for employment and employees. This data provides CMU and the federal government with information necessary to monitor CMU's compliance with equal employment opportunity requirements. The information requested below will be maintained in a confidential manner, separate from the employee's personnel folder.

Please check at least one box per category below for which you choose to self-identify.
For more information visit http://www.cmich.edu/ocrie

Gender:

- ☐ **Female**
- ☐ **Male**

Ethnicity:

- ☐ **Hispanic or Latino**: *A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.*
- ☐ **Not Hispanic or Latino**

Race(s) *select one or more*:

- ☐ **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 maintains tribal affiliation or community attachment.*
- ☐ **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:** *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:** *A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.*

Veteran Status: *I belong to the following classification of protected veterans (choose all that apply)*

- ☐ **I am NOT a veteran (have never served in the military).**
- ☐ **Disabled Veteran:** *1) 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 2) 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 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.*
- ☐ **Armed Forces Service Medal Veteran**: *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.*
- ☐ **I am a protected veteran,** *but I choose not to self-identify the classifications to which I belong.*
- ☐ **I am NOT a protected veteran.**

Veteran Status information continued on back of form

Name (Last, First, Middle):

Signature:		**Date:**	

Veteran Status continued:

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 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.

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.

As a Government contractor subject to VEVRAA, we are required to submit a report to the United Stated Department of Labor each year identifying the number of our employees belonging to each specified "protected veteran" category.

If you are a disabled veteran it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability.

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 not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

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.

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