

# VOLUNTARY EMPLOYEE SELF-IDENTIFICATION FORM

subject you to any adverse personnel decision or action. Your cooperation is appreciated.

The information obtained will be kept in strict confidence, except that (a) necessary management and supervisory personnel may be informed in order to ensure proper placement and to accommodate a disability or disability that you have identified, (b) first aid and safety personnel may be informed when and to the extent appropriate, if the condition might require emergency treatment, and (c) government officials investigating Affirmative Action Program compliance.

PLEASE CHECK ALL APPROPRIATE BOXES BELOW FOR EACH OF THE FOLLOWING CATEGORIES. Ethnicity, race and protected veteran definitions are provided on the back of this page.

**Legal Name:** First \_\_\_\_\_ Middle \_\_\_\_\_ Last \_\_\_\_\_

## Optional EEOC Questions

*Wittenberg receives requests from the federal government and various agencies, accreditation bodies, associations, and other groups to share the ethnic and racial makeup of our employees and students. In order to respond to these requests, we ask that you answer the following optional questions.*

### Ethnicity:

Hispanic or Latino

Not Hispanic or Latino

### Race please select one or more:

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Pacific Islander

White

Two or more races

Do not wish to identify

If two or more races, please specify:

## Definitions

### **Race & Ethnicity Category Descriptions** (per the EEOC: <https://www.eeoc.gov/federal-sector/reports/appendix-i-glossary-definitions-0>)

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian Americans- All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black (Not of Hispanic Origin) - All persons having origins in any of the Black racial groups of Africa.

Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian/Other Pacific Islander All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Persons of Two or More Races All persons who identify with two or more of the above race categories.

### **Protected Veteran Category Descriptions** (per [www.dol.gov](http://www.dol.gov))

Disabled Veteran: A veteran who served on active duty in the U.S. military and is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to disability compensation) under laws administered by the Secretary of Veterans Affairs, or was discharged or released from active duty because of a service-connected disability

Other Protected Veteran: A veteran who served on active duty in the U.S. military during a war, or in a campaign or expedition for which a campaign badge was authorized under the laws administered by the Department of Defense.

Recently Separated Veteran: A veteran separated during the three-year period beginning on the date