

## Self-Identification Form for XOS Employees

The employer is subject to certain governmental record keeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the employer invites employees to voluntarily self-identify their race or ethnicity. Submission of this information is **voluntary** and refusal to provide it will not subject you to any adverse treatment.

The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

Applicant Name: \_\_\_\_\_ Date: \_\_\_\_\_

Position Applied For: \_\_\_\_\_

**Submission of information is voluntary.**

### Part I- Sex/ Race/ Ethnic Group

Sex:                     Male    Female    Not Indicated

Race/Ethnic Group :    Hispanic or Latino    White    Black or African American  
                                  Native Hawaiian or Other Pacific Islander    Asian  
                                  American Indian or Alaska Native    Two or more races

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### Definitions

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

**White (Not Hispanic or Latino)** – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**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 (Not Hispanic or Latino)** – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Asian (Not Hispanic or Latino)** – 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.

**American Indian or Alaska Native (Not Hispanic or Latino)** – 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 (Not Hispanic or Latino)** – All persons who identify with more than one of the above five races.

## **PART II– Identification as Covered Veteran (Check All That Apply)**

### Vietnam-Era Veterans

Are you a Veteran of the Vietnam-era? A Veteran of the Vietnam-era means a veteran who served in the Republic of Vietnam from February 28, 1961, through May 7, 1975, as well as all veterans who served from August 5, 1964, through May 7, 1975 who (1) served on active duty for a period of more than 180 days and was discharged or released there from with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability. In addition The Veterans Employment Opportunities Act of 1998 (VEOA) has created a new group of veterans who are protected under the Vietnam Era Veterans Readjustment Assistance Act. These veterans "served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized." Therefore, veterans who served on active duty between December 7, 1941, and April 28, 1952, the official dates of World War II, are now protected under VEVRAA. In addition there is a Department of Defense list of military campaigns and expeditions and their dates, which also qualify to be included.

- Not Indicated**
- Active Reserve**
- Inactive Reserve**
- No Military Service**
- Not a Veteran**
- Not a Vietnam- Era Veteran**
- Other Protected**
- Post-Vietnam- Era Veteran**
- Pre-Vietnam-Era Veteran**
- Retired Military**
- Veteran (VA Ineligible)**
- Veteran of the Vietnam Era**
- Vietnam & Other Protected Vet**

### **Part III- HOW WERE YOU REFERRED TO THIS JOB:**

- |  |  |
|--|--|
| <input type="checkbox"/> Advertisement     | <input type="checkbox"/> School/College                |
| <input type="checkbox"/> Employee Referral | <input type="checkbox"/> State Job Service             |
| <input type="checkbox"/> Employment Agency | <input type="checkbox"/> Temporary Agency              |
| <input type="checkbox"/> Government Agency | <input type="checkbox"/> Walk In                       |
| <input type="checkbox"/> Recruiter         | <input type="checkbox"/> Other (Please Specify): _____ |