Voluntary Self-Identification Form

The City of Hastings is an Equal Opportunity Employer and is subject to certain nondiscrimination and affirmative action recordkeeping and reporting requirements that require us to invite employees/applicants to voluntarily, self-identify their race/ethnicity, gender, and Veteran status. 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 federal laws, executive orders, and regulations, including those that require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes.

Note: Submission of this information is **voluntary**, that information will be kept confidential, and that refusal to provide information will not subject you to any adverse treatment or be used when considering you for employment with us.

To comply with federal/state equal employment opportunity (EEO), affirmative action program (AAP) recordkeeping and reporting requirements, we invite you to answer the proceeding questions.

Name:_____ Telephone #:_____ Date:_____

Position Applied For:_____ Date of Birth:_____

Gender: ☐ Male ☐ Female How did you hear about this position? Workforce Development

Race/Ethnicity: *Please mark the box that describes the race/ethnicity category with which your primarily identify:*

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

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

☐ **American Indian or Alaskan 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.

☐ **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.

☐ **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.

☐ **Two or More Races (Not Hispanic or Latino):** All persons who identify with more than one of the above five races, excluding Hispanic or Latino.

Veteran Status: *Please check ALL that describe your veteran status:*

☐ **Special Disabled Veteran:** Means **(A)** a veteran who is entitled to compensation (or who, but for receipt of military retired pay, would be entitled to compensation) under laws administered by the Department of Veteran Affairs for a disability rated at 10 or 20 percent in the case of a veteran who has been determined to have a serious employment disability; or **(B)** a person who was discharged or released from active duty because of a service-connected disability.

☐ **Vietnam-Era Veteran:** A Vietnam-Era veteran is a person who **(1)** served on active duty for a period of more than 180 days, any part of which occurred between **August 5, 1964** and **May 7, 1975**, and was discharged or released with other than a dishonorable discharge; **(2)** was discharged or released from active duty for a service connected disability if any part of such active duty was performed between **August 5, 1964** and **May 7, 1975**; or **(3)** served on active duty for more than 180 days and served in the Republic of Vietnam between **February 28, 1961** and **May 7, 1975.**

☐ **Other Protected Veteran:** A veteran in one of the following groups **(A)** veterans who served in a "war"; **(B)** veterans whose service in a campaign or expedition for which a campaign badge has been authorized or an expeditionary medal has been awarded. This includes a number of military engagements.

☐ **Recently Separated Veteran:** A veteran who began employment with the City of Hastings/Hastings Utilities within one year of being discharged or released from active duty in the U.S. military, ground, naval or air service.

Military Branch Served:_____ **Latest military discharge date:**_____