

Affirmative Action: Voluntary Self Identification Form

Volunteers of American Northern Rockies is an Equal Opportunity Employer. As required by law, we must record certain information to be made a part of our Affirmative Action Program.

Applicants for employment are also invited to participate in the Affirmative Action Program by reporting their status as disabled, disabled veteran, veteran of the Vietnam era or other minority. In extending this invitation, you are also advised that:

- a) Workers (applicants) are under no obligation to respond, but may do so in the future if they choose;
- b) Responses will remain confidential within the Human Resources Department; and
- c) Responses will be used only for the necessary information to include in our Affirmative Action Program. We are an organization that values diversity. We actively encourage women and minorities to apply. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

Please complete the information requested below. Thank you for your cooperation.

Section 1: General Applicant Information: *(Please print legibly)*

Name (Last, First, Middle): _____	Date: _____
Position applied for: _____	Program City: _____
How did you hear about the job opening? <input type="checkbox"/> Newspaper Ad <input type="checkbox"/> College Ad <input type="checkbox"/> Job Service <input type="checkbox"/> Other (please explain): _____	Gender: Female: <input type="checkbox"/> Male: <input type="checkbox"/>

Signature: _____

Section 2: Please check (4) all that apply:

Race/Ethnic	Description:
<input type="checkbox"/>	Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
<input type="checkbox"/>	White (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
<input type="checkbox"/>	Black or African American (Not Hispanic or Latino): A person having origins in any of the black racial groups of Africa.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Two or More Races (Not Hispanic or Latino): All persons who identify with more than one of the above five races.

Section 3: Protected Veterans: Please check one if it describes your veteran status:

Are you a protected Veteran? Yes No

Description of Protected Veteran: 5 types of “Protected Veterans” VEVRAA protects:

- “pre-JVA veterans:” an individual who is an employee of or applicant to a contractor with a contract of \$25,000 or more entered into prior to December 1, 2003 and unmodified since to \$100,000 or more, and who is a special disabled veteran, veteran of the Vietnam era, pre-JVA recently separated veteran, or other protected veteran.
- “disabled veterans:” (1) A veteran of the U.S. 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.
- “active duty wartime or campaign badge veteran” (was “Other Protected”): means 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 veterans:” means any 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 (61 FR 1209).
- “recently separated veterans:” any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval or air service.