

## **EMPLOYEE DEMOGRAPHICS FORM**

In order to comply with federal laws and regulations, the University of Iowa (as a federal contractor) requests data on the race, gender, disability, and veteran status of its faculty and staff. 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. When reported, data will not identify any specific individual.

Your personal data is stored in a secure database and access to this data is tightly controlled. Employees who may access this data must first be authorized by their department and must annually sign a confidentiality statement.

must m	ist be authorized by the	ir department and	must annually s	ign a confidentiality	/ Statement.	
Please	check the categories th	at apply to you. De	finitions of categ	gories are provided	below.	
•	anic or Latino Eth on of Cuban, Mexican, P	•	al or South Amer	ican, or other Span	ish culture or origin, regardless of race.	
Select one response:		<ul><li>○ Hispanio</li></ul>	or Latino	O Not His	panic or Latino	
Race Select	: one or more from the fo	ollowing five categ	ories:			
0	American Indian or Alaska Native  A person having origins in any of the original peoples of North and South American (including Central America), and who maintains a tribal affiliation or community attachment.					
0	<b>Asian</b> 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.					
$\bigcirc$	Black or African American  A person having origins in any of the Black racial groups of Africa.					
$\bigcirc$	Native Hawaiian or Other Pacific Islander  A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.					
$\bigcirc$	<b>White</b> A person having origin	ns in any of the orig	ginal peoples of I	Europe, the Middle	East, or North Africa.	
Sex:		$\bigcirc$	Female	$\bigcirc$	Male	
Disak	oility Status:	$\bigcirc$	Disabled	$\bigcirc$	Non-Disabled	
Disabled Veteran:		$\bigcirc$	Yes	$\bigcirc$	No	
If you	ary Status: are a veteran of the U please provide your da				been discharged or released from active	
					(mm/dd/yyyy)	

	nme (Last, First, MI)	Date
I attest that the information I have provided is true and accelerate made using this form regarding my indicated race, the Office of Equal Opportunity and Diversity and/or the Definition of the Definition of Equal Opportunity and Diversity and/or the Definition of Equal Opportunity and Diversity and	gender, disability, and/or vetera	•
<ul><li>Active Duty Wartime or Campaign Badge Veteran</li></ul>	<u> </u>	vice is not included in any
Armed Forces Service Medal Veteran	Veteran  O Veteran of the U.S. r	nilitary, ground, naval or
<ul><li>Not indicated (decline to provide)</li><li>No military service</li></ul>	<u> </u>	e Medal Veteran <i>and</i> e or Campaign Badge
<b>Select One.</b> Refers to military service in the U.S. only.		

## **DEFINITIONS**

**DISABILITY STATUS:** A person with a disability is a person who (1) has a physical or mental impairment that substantially limits one or more major life activities; (2) has a record of such impairment; or (3) is regarded as having such impairment.

**DISABLED VETERAN:** Disabled Veteran means: (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.

## **MILITARY STATUS:**

**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 (61 Fed. Reg. 1209).

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. (This category includes most Vietnam-era veterans.) The information required to make this determination is available on the Internet at <a href="http://www.opm.gov/staffingportal/vgmedal2asp">http://www.opm.gov/staffingportal/vgmedal2asp</a>. (Scroll down the list to find: VetGuide Appendix A: Wars, Campaigns and Expeditions of the Armed Forces Since WW II Which Qualify for Veterans Preference.) A copy of the list also may be obtained by calling (301) 306-6752 and requesting that a copy of the list be mailed to you.

Armed Forces Medal Veteran <u>and</u> Active Duty Wartime or Campaign Badge Veteran: Veterans who served on active duty in the U.S. military ground, naval, or air service who meet the definition of both categories for Armed Forces Service Medal Veteran <u>and</u> Active Duty Wartime or Campaign Badge Veteran should select this category (see definitions of the two individual categories above).

**Veteran of the U.S. Military Whose Service is Not Included in Any of the Categories Listed Above**: Veterans who served in the U.S. military ground, naval, or air service who do not meet the definitions of either *Armed Forces Service Medal Veteran* or *Active Duty Wartime or Campaign Badge Veteran* may select this category (see definitions of the two individual categories above).

This form is available in alternate format.

Please call the Office of Equal Opportunity and Diversity, (319) 335-0705 (voice), or (319) 335-0697 (text) or send an email to <a href="mailto:diversity@uiowa.edu">diversity@uiowa.edu</a> to request an alternate format.

Please return completed forms via campus mail to: Office of Equal Opportunity & Diversity; 202 JH