

Voluntary Self-Identification of Race, Ethnicity and Veteran Status

Cornell Cooperative Extension is committed to diversity, inclusiveness and a welcoming environment for its staff. Qualified individuals are considered for employment, and employees are provided equal opportunity, without regard to any legally protected status, including: age, race, creed, color, ex-offender status, national origin, sexual orientation, gender identity or expression, military status, sex, disability, predisposing genetic characteristics, marital status, domestic violence victim status, or veteran status.

To achieve our goal of a diverse workforce and to comply with EEO record keeping, reporting, and other legal requirements, we request that you complete a voluntary questionnaire. If you'd like more information about your EEO rights as an applicant under the law, please go to http://www.eeoc.gov/employers/upload/eeoc_self_print_poster.pdf

This form will be kept in a confidential file separate from your application for employment. Qualified applicants are considered for employment without regard to race, color, religion, political beliefs, national or ethnic origin, gender, sexual orientation, age, marital or family status, veteran status, or disability. Refusal to provide this information will not subject you to any adverse treatment.

Name: _____ Date: _____

ETHNICITY

- Hispanic or Latino *(A person of Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race)*
- Not Hispanic or Latino
- I do not wish to provide this information

RACE (select one or more)

- American Indian or Alaska Native. *(A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment)*
- Asian. *(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. *(A person having origins in any of the black racial groups of Africa)*
- Native Hawaiian or Other Pacific Islander. *(A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands)*
- White/Caucasian. *(A person having origins in any of the original peoples of Europe, North Africa, or the Middle East)*
- I do not wish to provide this information

GENDER IDENTIFICATION

- Female
- Male
- I do not wish to provide this information

Invitation to Self-Identify as a Veteran

Cornell Cooperative Extension and/or Cornell University is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These classifications are defined as follows:

- A "disabled veteran" is one of the following:
 - 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
 - A person who was discharged or released from active duty because of a service connected disability.
- A "recently separated veteran" means 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.
- An "active duty wartime or campaign badge veteran" 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.
- An "Armed forces service medal veteran" means 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.

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

VETERAN STATUS

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below.

- I identify as one or more of the classifications of protected veteran listed above
- I am not a protected veteran
- I do not wish to provide this information