



**Non-Discrimination/Equal Opportunity Statement**

Illinois State University is committed to equal opportunity in education and employment. In compliance with applicable Federal and State equal opportunity employment and affirmative action laws, Illinois State University is periodically required to report the information requested below.

Completion of this form is strictly voluntary. Disclosure or refusal to provide such information will not result in adverse treatment. Responses will be kept confidential and all information will be used only in a manner that is consistent with the University's Federal and State reporting requirements. Responses will not be used to determine eligibility for other University programs and/or processes which may require self-identification.

**Personal Information**

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Last Name	First Name	Middle Initial	Date
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**Ethnicity (select one)**

- Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- Not Hispanic or Latino** - A person not of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish cultures.

**Race (select all that apply)**

- American Indian or Alaska Native** - A person having origins in any of the original peoples of North America, Central America, and South America, and who maintains tribal affiliation or community attachment.

**White** - A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

**Black or African American** - A person having origins in any of the original peoples or racial groups of Africa.

**Native Hawaiian or Pacific Islander** - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or the Pacific Islands.

**Asian** - a person having origins in any of the original peoples of the Far East, Southeast Asia, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, Vietnam, Thailand, or the Philippine Islands.

**If you have any questions about this form, please contact the Office of Equal Opportunity and Access at (309) 438-3383 or [equalopportunity@ilstu.edu](mailto:equalopportunity@ilstu.edu).**

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**HR USE ONLY**

UID: \_\_\_\_\_



**Post-Offer Invitation to Self-Identify Protected Veteran Status**

This employer is a government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (Section 4212), 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. In addition to our affirmative action obligations, we value all forms of military service. If you are not a protected veteran as described above but would like to disclose your status as a member of the military, you may do so below.

Our affirmative action policy prohibits discrimination and requires us to take affirmative action to employ and advance in employment qualified protected veterans at all levels of employment. The below invitation is made pursuant to this policy.

Disclosure of this information is voluntary and refusing to provide it will not subject you to any adverse treatment. The information will be used only in ways that are consistent with Section 4212. The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

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**INVITATION TO SELF-IDENTIFY  
 PLEASE ANSWER THE FOLLOWING QUESTIONS**

- I belong to the following classifications of protected veterans (choose all that apply):
  - Disabled Veteran:** (i) 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 Veteran Affairs; or (ii) a person who was discharged or released from active duty because of a service-connected disability
  - Recently Separated Veteran:** 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. Discharge or Release Date: \_\_\_\_/\_\_\_\_/\_\_\_\_.
  - Active Duty Wartime or Campaign Badge Veteran:** a veteran who served 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 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 medal was awarded pursuant to Executive Order 12985.
- I am a protected veteran, but I choose not to self-identify the classifications to which I belong.
- I am NOT a protected veteran, but I am either currently serving, or have served, in the Armed Forces of the United States of American (including the Reserves and National Guard.)
- I am NOT a veteran.
- I prefer not to answer.