New Employee Identity Data Questionnaire

Employee Name:	**Date:**
Title:	**Department:**

Emp Id (if known): _____

The University at Albany is required by various agencies of the Department of Labor, including the Office of Federal Contract Compliance Programs (OFCCP) and the Equal Employment Opportunity Commission (EEOC) to maintain individual employee data by ethnicity, race, gender, veteran status and disability. To assist the University with both OFCCP and EEOC responsibilities, please provide the following information. With the exception of reporting purposes, all information will be kept confidential.

Please Check All Categories that Apply. Category definitions can be found on the back of this form.

1. Are you Hispanic/Latino? ☐ **Yes** ☐ **No**

1a. If Hispanic/Latino, is your background:

- ☐ Central American
- ☐ Dominican
- ☐ Mexican
- ☐ Other Hispanic/Latino
- ☐ Puerto Rican
- ☐ South American

2. Please indicate your race (select one or more):

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White

3. Are you disabled? ☐ **Yes** ☐ **No**

(If you require an accommodation, please contact the Office of Diversity & Inclusion at 956-8110)

4. Please indicate your veteran status:

- ☐ Disabled Veteran — Date of Discharge: _____
- ☐ Other Protected Veteran — Date of Discharge: _____
- ☐ Recently Separated Veteran — Date of Discharge: _____
- ☐ Armed Forces Service Medal Veteran — Date of Discharge: _____

- ☐ No Military Service

Category Definitions

ETHNICITY

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or region regardless of race.

RACE

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 maintain 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: A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

INDIVIDUAL WITH A DISABILITY

A qualified individual with a disability is defined as any person who has a physical or mental impairment which substantially limits one or more of such person's major life activities; has a record of such impairment; or is regarded as having such an impairment (41 CFR 60-741)

VETERAN

Disabled Veteran: (1) A veteran of the U.S military, ground, naval or air services who is entitled to compensation (or who but for the recipient 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 (41 CFR 60-300).

Other Protected Veteran: Any 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.

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 (41 CFR 60-300).

Armed Forces Services Medal Veteran: 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, 41 CFR 60-300).