

Equal Opportunity Identification Form

Non-Discrimination/Equal Employment Opportunity Statement

SSCC is committed to non-discrimination and equal employment opportunity. This commitment is both a matter of law and moral imperative consistent with an intellectual community in which individual differences and diversity are celebrated. Accordingly, discrimination against any individual for reasons of race, color, creed, religion, sexual orientation, national origin, sex, age, disability or veteran status is specifically prohibited. Title IX of the Education Amendments of 1972 prohibits sex discrimination. Title I and Title II of the Americans with Disabilities Act (ADA) of 1990 provides equal employment opportunities and reasonable accommodation, and Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of disability in education programs and activities. Equal access to employment opportunities, admission, educational programs and all other College activities is extended to all persons.

SSCC is an equal opportunity employer. As a matter of College policy and other applicable laws, we are required to request the following information from new hires. The information is kept confidential and is used to fulfill reporting requirements. This form also serves as a method for veteran self-identification.

Employee Information:

Name (please print): _____ Gender: Male Female

Date of Birth: _____

Providing the following information is voluntary. Data collected will be handled confidentially to the extent allowed by law. Disclosure of this information will not result in any adverse employment action.

Race or Ethnicity Identity:

Please check one of the descriptions below corresponding to the ethnic group with which you identify.

Hispanic or Latino

Definition – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino)

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

Black or African American (Not Hispanic or Latino)

Definition – A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)

Definition – A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

Asian (Not Hispanic or Latino)

Definition – 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.

American Indian or Alaska Native (Not Hispanic or Latino)

Definition – 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.

American Indian or Alaska Native (Not Hispanic or Latino)

Definition – 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.

Two or More Races (Not Hispanic or Latino)

Definition – All persons who identify with more than one of the above five races.

Veteran Status:

Please indicate your Veteran Status below. If applicable, more than one category may be selected.

Vietnam-Era Veteran

Definition – A person who served on active duty for a period of more than 180 days and was discharged with other than a dishonorable discharge and if any part of such active duty occurred: [i] in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or [ii] between August 5, 1964 and May 7, 1975 anywhere in the world.

Special Disabled Veteran

Definition – A veteran 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, or was discharged or released from active duty because of a service-connected disability.

Other Protected Veteran

Definition – A person who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, under laws administered by the Department of Defense. (A complete list of campaigns that are included in this category can be viewed at <http://www.opm.gov/staffingportal/vgmedal2.asp>).

Recently Separated Veteran - Please provide discharge date: _____

Definition – Any veteran during the three (3) year period beginning on the date of such veteran's discharge or release from active duty.

Armed Forces service medal veteran

Definition – A person who, while serving on active duty in the Armed Forces participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 FR 1209). For a complete list of campaigns, see <http://www.opm.gov/staffingportal/vgmedal2.asp>

Veteran – Other

Definition – A person that is a veteran but is not described in any of the above categories.

Not a Veteran / No Military Service

Employee Signature:

Date: