Voluntary Self Identification Form (Post Offer Information)

The University of Pittsburgh is committed to nondiscrimination, equal opportunity and affirmative action in accordance with federal, state, and local laws and regulations. As an employer that conducts business with the federal government, we are required to implement affirmative action programs.

To assist us with our affirmative action programs, we are asking you to self-identify the requested information below. 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 which require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes.

If you choose not to self-identify your race/ethnicity at this time, the Federal Government requires this employer to determine this information by visual survey and/or other available information. All information will be reported using the race/ethnic categories currently approved by the DOE and EEOC.

1. What is your date of birth? _____ / ____ / ______
2. What is your gender? ___ Male ___ Female
3. Are you Hispanic or Latino? ___Yes ___ No
4. Please identify your race and ethnicity by selecting all applicable box(s) below:
   (Definitions listed below)
   ___ American Indian or Alaska Native
   ___ Asian
   ___ Black or African American
   ___ Native Hawaiian or Other Pacific Islander
   ___ White

Race/Ethnicity Definitions
1. Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race
2. White - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa
3. Black or African American - A person having origins in any of the black racial groups of Africa
4. Native Hawaiian or Other Pacific Islander - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands
5. 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
6. American Indian or Alaskan Native - 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

5. What is the highest level of education you have completed? ______________________
   (See list below)

Education Level
1. Associate
2. Baccalaureate
3. Dentistry (DMD or DDS)
4. Education (EdD)
5. High School Diploma or GED
6. Law (JD or LDD)
7. Master’s
8. Medicine (MD)
9. Optometry (OD)
10. Osteopathy (DO)
11. Other professional Doctorate
12. PhD or ScD
13. Podiatry (DPM or DP or PodD)
14. Professional Certificate
15. Theological
16. Trade or Craft Certificate
Voluntary Self-Identification of Veteran Status

As a Government contractor subject to VEVRAA, we are required to submit a report to the United States Department of Labor each year identifying the number of our employees belonging to each specified “protected veteran” category. If you believe you belong to any of the categories of protected veterans listed below, please indicate by checking the appropriate box below.

I belong to the following classification of protected veterans (Choose ALL that apply):

(Definitions listed below)

[ ] Disabled Veteran
[ ] Recently Separated Veteran
[ ] Active Wartime or Campaign Badge Veteran
[ ] Armed Forces Service Medal Veteran

[ ] I am a protected veteran, but I choose not to self-identify the classifications to which I belong.
[ ] I am NOT a protected veteran.
[ ] I don’t wish to answer.

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.

If you are a disabled veteran, it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job; including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provisions of personal assistance services or other accommodations. This information will assist in making reasonable accommodations for your disability.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used in ways that are not consistent with the Vietnam Era Veteran’s Readjustment Assistance Act of 1974, as amended. 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 Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed. If you want to discuss accommodations, please contact our Disability Resources and Services at 412.648.7890 or visit their website at http://www.studentaffairs.pitt.edu/drswelcome.

The University of Pittsburgh, as an educational institution and as an employer, values equality of opportunity, human dignity, and racial/ethnic and cultural diversity. Accordingly, as fully explained in Policy 07-01-03, the University prohibits and will not engage in discrimination or harassment on the basis of race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, gender identity and expression, genetic information, disability, or status as a veteran. The