



Voluntary Self-Identification

Library Associates Companies is an equal opportunity employer and does not discriminate on the basis of race, color, sex, age, religion, ancestry, national origin, sexual orientation, gender identity, disability, or status as disabled or a Vietnam era veteran.

As an equal opportunity employer, Library Associates Companies complies with all relevant government regulations and affirmative action responsibilities. The information you provide will only be used for equal opportunity/affirmative action record keeping and reporting required by law.

This form and the information provided are considered CONFIDENTIAL. Submission of this information is completely voluntary.

Citizenship: _____

Please check the following in each section as appropriate:

Racial/Ethnic Background

- American Indian or Alaska Native:** A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliations or community recognition.
- Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, including 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.
- Hispanic or Latino:** A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish Culture or origin.
- Native Hawaiian/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, North Africa, or the Middle East.

Disability Status

- Disabled Individual:** A person who has a physical or mental impairment which substantially limits one or more of such a person's major life activities, has a record of such impairment, or is regarded as having such impairment.

Military/Veteran Status

- Special 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 Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) a person who was discharged or released from active duty because of a service-connected disability.
- Vietnam Era Veteran:** A person who: (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, and who was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty was performed: (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in any other location.
- Other Protected Veteran:** Veterans 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.
- Newly Separated Veteran:** Any veteran who served on active duty in the U.S. military, ground, naval or air service during the one-year period beginning on the date of such veteran's discharge or release from active duty.

Name: _____ Date: ____ / ____ / ____

We appreciate your cooperation.

11820 Parklawn Drive, Suite 400 • Rockville, MD 20852

tel 301.231.2999 • tel 800.775.0388 • fax 301.231.5990 • www.libraryassociates.com