

Voluntary Self-Identification Form for Job Applicants

Northern Valley Industries, Inc. is an Equal Opportunity Employer. We are a company that values diversity. As required by law, we must record certain information for Affirmative Action purposes. Completion of this form is **voluntary** but we hope that you will choose to fill it out. The information you give will be kept private and this form will be kept separate from your job application. Refusal to provide this information will have no bearing on your application for employment and will not be used against you in any way. Thank you!

Date: _____

Name: _____ Position applying for: _____

Gender (Please check one of the options below)
_____ Male _____ Female _____ I do not wish to answer.

Race/Ethnicity (Please check one of the options below corresponding to the ethnic group with which you identify.)

- _____ Hispanic or Latino
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)
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)
A person having origins in any of the Black racial groups of Africa
- _____ Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)
A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- _____ Asian (Not Hispanic or Latino)
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)
A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment
- _____ Two or More Races (Not Hispanic or Latino)
All persons who identify with more than one of the above five races
- _____ I do not wish to answer.

Disability

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. Disabilities include, but are not limited to:

Blindness	Autism	Bipolar Disorder	Post-Traumatic Stress Disorder
Deafness	Cerebral Palsy	Major Depression	Obsessive Compulsive Disorder
Cancer	HIV/AIDS	Multiple Sclerosis	Intellectual Disability
Diabetes	Schizophrenia	Missing or Partially Missing Limbs	
Epilepsy	Muscular Dystrophy	Impairments Requiring the Use of a Wheelchair	

(Please check one of the options below.)

- _____ Yes, I have a disability (or previously had a disability).
_____ No, I do not have a disability.
_____ I do not wish to answer.

Reasonable Accommodation Notice: Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

Veteran Status

Veteran of the Vietnam-Era	Means a person who: (1) 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 there from 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 (2) 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.
Special Disabled Veteran	Means (1) 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, of (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 (2) a person who was discharged or released from active duty because of a service-connected disability.
Other Protected Veteran	Includes any veteran who served on active duty in the U.S. military, ground, naval, or air service in a war, campaign, or expedition in which a campaign badge has been authorized under laws administered by the Department of Defense.
Recently 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.
Armed Forces Service Medal Veterans	Includes any veteran who, while serving on active duty in the Armed Forces, participated in a United States military operation for which a service medal was awarded pursuant to Executive Order 12985.

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate option below.

☐ I identify as one or more of the classifications of protected veterans listed above.

☐ I am not a protected veteran.

☐ I do not wish to answer.

Thank you for your participation!