

Voluntary Employee Self-Identification

The Federal government regulations require USF to gather and maintain demographic information on all new employees by Ethnicity and Race. USF gathers veteran and disability information that require accommodation for your employment. Please help us by completing this form. Your response, although voluntary, is helpful for us to comply with Federal regulations. This information is kept confidential, and when reported, data will not identify any specific individual. This data will in no way effect your employment at USF.

Ethnicity: Are you Hispanic or Latino? No Yes

If yes, please further identify.

Definitions on reverse

- | | |
|---|---|
| <input type="checkbox"/> Cuban | <input type="checkbox"/> Spaniard |
| <input type="checkbox"/> Mexican | <input type="checkbox"/> Central American |
| <input type="checkbox"/> Puerto Rican | <input type="checkbox"/> South American |
| <input type="checkbox"/> Other Spanish Culture/Origin | |

Race: In addition, please select all racial categories that apply to you.

Definitions on reverse

American Indian/Alaskan Native

- | | |
|--|---|
| <input type="checkbox"/> American Indian | <input type="checkbox"/> Canadian Aborigine |
| <input type="checkbox"/> Cherokee | <input type="checkbox"/> Alaska Native |
| <input type="checkbox"/> Chippewa | <input type="checkbox"/> Central American Aborigine or First Nation |
| <input type="checkbox"/> Choctaw | <input type="checkbox"/> South American or First Nation |
| <input type="checkbox"/> Navajo | <input type="checkbox"/> Other American Indian or Alaskan Native |
| <input type="checkbox"/> Sioux | |

Asian

- | | |
|-----------------------------------|--------------------------------------|
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Korean |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> Pakistani |
| <input type="checkbox"/> Indian | <input type="checkbox"/> Vietnamese |
| <input type="checkbox"/> Japanese | <input type="checkbox"/> Other Asian |

Black or African American

- | |
|--|
| <input type="checkbox"/> African |
| <input type="checkbox"/> African American |
| <input type="checkbox"/> Black |
| <input type="checkbox"/> Caribbean |
| <input type="checkbox"/> Other Black or African American |

Native Hawaiian/Other Pacific Islander

- | | |
|--|--|
| <input type="checkbox"/> Australian Aborigine | <input type="checkbox"/> New Zealand Maori |
| <input type="checkbox"/> Guamanian | <input type="checkbox"/> Samoan |
| <input type="checkbox"/> Hawaiian | |
| <input type="checkbox"/> Other Pacific Islander (Except Filipinos) | |

White

- | | |
|--|---|
| <input type="checkbox"/> European | <input type="checkbox"/> Central European |
| <input type="checkbox"/> Western European | <input type="checkbox"/> Middle Eastern |
| <input type="checkbox"/> Northern European | <input type="checkbox"/> North African |
| <input type="checkbox"/> Eastern European | <input type="checkbox"/> Other White |
| <input type="checkbox"/> Southern European | |

Veteran status: Are you a veteran? No Yes

If yes, please further identify.

- | | |
|--|--|
| <input type="checkbox"/> Disabled Veteran | <input type="checkbox"/> Other Protected Veteran |
| <input type="checkbox"/> Armed Forces Service Medal Veteran | |
| <input type="checkbox"/> Recently Separated Veteran. Please indicate Separation Date _____ | |

Disability status:

Definition on reverse

Individual with a disability which requires an accommodation to perform essential job functions

Employee Name (print please)

Job Title

Year Hired

Federal Government Definitions

Ethnicity/Race definitions:

- American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.
- Asian - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- Black - All persons having origins in any of the Black racial groups of Africa.
- Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- Native Hawaiian/Other Pacific Islander -- All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Disability definition:

- Someone who (1) has a physical or mental impairment that substantially limits one or more “major life activities,” (2) has a record of such impairment, or (3) is regarded as having such impairment.