

# RITE OF PASSAGE

## Equal Employment Opportunity Voluntary Self-Identification Survey

Rite of Passage is an Equal Opportunity Employer and does not discriminate in hiring or employment on the basis of race, creed, color, age, religion, sex, gender, national origin, disability, veteran status, marital status, sexual orientation, military service, or any other basis prohibited by federal, state or local laws.

To help us accurately comply with Federal Equal Employment Opportunity reporting requirements, we request your assistance and cooperation in supplying the following information. Submission of this information is purely voluntary. This information will be treated confidentially and will not be used in any manner that could adversely affect any hiring decision, your employment, compensation, promotion, transfer opportunity or any other condition of employment. This information will also be separated from your employment application prior to consideration for employment and if selected maintained separate from your personnel files. You may inform the Human Resources Department of your desire to benefit under this program at this time and/or any time in the future.

We also invite you to tell us (Human Resources) now, or at any time in the future, about any reasonable accommodations that you believe Rite of Passage could make which would better enable you to perform the essential functions of the job properly and safely which includes the application process.

**POSTION APPLYING FOR:** \_\_\_\_\_

PLEASE CHECK ONE:       MALE                       FEMALE

**MINORITY AND EHTINIC IDENTICATION:** (CHECK ALL APPROPRIATE RACE/ETHNIC GROUPS:)

**Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, Central or South 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 Pacific Islander** (not Hispanic or Latino) – A person having origins in any of the peoples Hawaii, Guam, Samoa, or other Pacific Island.

**Asian** (not Hispanic or Latino) – A personal 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 Phillipine Islands, Thailand, and Vietnam.

**American Indian or Alaskan 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.

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# RITE OF PASSAGE

## VETERAN STATUS

**Special Disabled Veteran** – means (A) 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 Department of Veteran’s Affairs for a disability (i) rated at 30 percent or more, or (ii) rates at 10 or 20 percent in the case of a veteran who has been determined under Section 3106 of Title 38, U.S.C to have a serious employment handicap or (B) a person who was discharged or released from active duty because of a service-connected disability.

**Veteran of the Vietnam Era** – means a person who: (A) served in the military, ground, naval or air service of the United States on active duty for a period of more than 180 days, and was discharged, 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 or (B) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed (i) in the Republic of Vietnam between February 28m 1961 and May 7, 1975; or (ii) between August 5, 1964 and May 7, 1975, in all other cases.

**Other Eligible Veterans** – means veterans who served in the military, ground, naval or air service of the United States on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. To identify the campaigns or expeditions that meet this criterion, contact the Office of Personnel Management (OPM) and ask for the OPM VETS Guide, Appendix A. A local OPM telephone number may be found in the telephone book under Federal Government or consult Directory Assistance for your area code for the nearest OPM location. For those with internet access, the information required to make this determination also is available at <http://www.opm.gov/veterans/html/vgmedal2.asp>.

**Newly Separated Veteran** -- Veteran who served on active duty and was discharged or released within the last three years.

**Veteran** – Individuals, who served in the military, ground, naval or air service of the United States on active, guard and/or reserves duty that the three categories above do not apply to.

**Not Applicable** – Does not Apply

**OTHER STATUS:** (Please check, if applicable).

**Individual With Disabilities** – Any person who has a physical or mental impairment which substantially limits one or more of his/her major life activity(s), or has a record of such impairment(s), or is regarded as having such impairment(s).

If you checked Disabled or Special Disabled Veteran, you may identify any reasonable accommodations Rite of Passage could consider and/or offer that would better enable you to complete the application process or perform the essential functions of the job properly and safely, if selected \_\_\_\_\_

\_\_\_\_\_  
[Print Employee Name]

\_\_\_\_\_  
[Employee Signature]

\_\_\_\_\_  
[Date]

\_\_\_\_\_  
[Human Resources Representative]

\_\_\_\_\_  
[Human Resources Signature]

\_\_\_\_\_  
[Date]