

## EEO STATUS DECLARATION

### NOTE: ALL SECTIONS OTHER THAN SECTION 1 AND SIGNATURE ARE VOLUNTARY

Kanawha Valley Senior Services, Inc. is an Equal Opportunity Employer. As required by law, we must record certain information to be made part of our Affirmative Action Program. Applicants for employment are invited to participate in the Affirmative Action Program by completing the information below.

In order to fulfill our reporting obligations, we request your **voluntary** completion of the information below. Failure to complete this form will have no bearing on the processing or status of your application and will in no way impact your consideration for employment with Kanawha Valley Senior Services, Inc. Your responses will remain confidential within the Human Resources Department, and will be used only for the necessary information to include in our Affirmative Action Program. The information will not be maintained with your application, or if hired, your confidential file.

**Section I must be completed and signature must be provided (end of page 2). However all other information is strictly voluntary and refusal to provide such information will not result in adverse treatment.**

Please Print Legibly

### Section I: General Information

Name: (Last) \_\_\_\_\_ (First) \_\_\_\_\_ (MI) \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Position Applied For/Position Held: \_\_\_\_\_

### Section II: Gender

Male

Female

### Section III: Race or Ethnicity

\_\_\_\_\_ **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 maintain 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

#### Section IV: Veteran Status

Yes  No **Special Disabled Veteran** A special disabled veteran is a person who is entitled to compensation under laws administered by the Department of Veterans Affairs for a disability rated at 30 percent or more; or, rated at 10 or 20 percent, if it has been determined that the individual has a serious employment disability; or, a person who was discharged or released from active duty because of a service-connected disability.

Yes  No **Veteran of the Vietnam Era** A Vietnam era veteran is a person who **(1)** served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released with other than a dishonorable discharge; **(2)** was discharged or released from active duty for a service connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975; or **(3)** served on active duty for more than 180 days and served in the Republic of Vietnam between February 28, 1961 and May 7, 1975.

Yes  No **Other Protected Veteran** means any other 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, other than special disabled veterans or veterans of the Vietnam era.

Yes  No **Recently Separated Veteran** With respect to federal contracts and subcontracts entered into on or after December 1, 2003, "recently separated veterans" means any veteran who served on active duty 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.

Yes  No **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 (61 Fed. Reg. 1209).

-----EMPLOYEES SKIP THE NEXT SECTION AND SIGN & DATE AT THE BOTTOM-----

#### Section V: IF you are applying for a job, how did you hear about us?

- Newspaper (if so which paper) \_\_\_\_\_
- Internet \_\_\_\_\_
- Employee Referral (who referred you) \_\_\_\_\_
- Job Posting
- Friend or Relative
- High School/Training Center/College (list the school that referred you) \_\_\_\_\_
- Contacted by (COMPANY NAME HERE)
- Temp-to-Perm
- Headhunter
- Returning Employee
- Job Fair (Please list job fair location) \_\_\_\_\_
- Other \_\_\_\_\_

Signature

Date