City of Portland
Confidential Employee Information

Race/Ethnicity & Veteran Status Survey Form

Do Not File
Please destroy following data entry into SAP

Name: _____

Basic Personal Data

1. Gender: ☐ Male ☐ Female

The information below is collected to comply with state and federal statistical purposes. Submittal of this information is strictly voluntary. The EEOC strongly recommends **self-identification** of race/ethnicity. *Employers are required to classify employees based on visual observation if an employee refuses to self-identify.*

Additional Personal Data

2. Ethnic Origin Designation *(Select only **one**)*

☐ White/Not Hispanic Origin ☐ Hispanic ☐ American Indian/Alaskan Native

☐ Black/Not Hispanic Origin ☐ Asian or Pacific Islander

3. Ethnicity (New) *(Select only **one**)*

☐ **Hispanic or Latino**—All persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race

☐ **Not Hispanic or Latino**

4. Race Designation *(Please select **all** that apply to you)*

☐ **Two or More Races**—All persons who identify with more than one of the races below *(If you select this category, please specify at least **two** race categories below that best apply to you.)*

☐ **American Indian or Alaskan Native**—All persons having origins in any of the original peoples of North or South 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, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

☐ **Black or African American**—All persons having origins in any of the black racial groups of Africa

☐ **Native Hawaiian or Other Pacific Islander**—All persons having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands

☐ **White or European American**—All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East

Veteran Status

5. Covered Veterans *(Please select **all** that apply to you)*

☐ **Special Disabled Veteran**
A veteran of the U.S military, ground, naval, or air service entitled to disability 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 disability rated at 30 percent or more, or rated at 10 to 20 percent in the case of a Veteran determined under 38 U.S.C 3106 to have a serious employment handicap, or a person whose discharge or release from active duty was for a service-connected disability.

☐ **Veteran of the Vietnam Era**

i. A veteran who served on active duty in the U.S military, ground, naval, or air service for a period of more the 180 days, in the Republic of Vietnam between February 28, 1961 and May 7, 1975, and was discharged or released there from with other than a dishonorable discharge, or

ii. A veteran who served on active duty in the U.S military, ground, naval, or air service 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 there from with other than a dishonorable discharge, or

iii. A veteran who 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 in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or in another place between August 5, 1964 and May 7, 1975.

☐ **Other Protected Veteran**
A 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, under the laws administered by the Department of Defense.

☐ **Recently Separated Veteran** **Discharged Date: _____**
Any veteran during the one-year period beginning on the date of the Veteran's discharge or release from active duty.