



City of Portland
Confidential Employee Information

**Protected Veteran, Gender, Race/Ethnicity
Self-Identification Form**

Do Not File

(Please destroy following confirmation that data is recorded in SAP)

Name: _____

1. Veteran Status

The City of Portland is subject to VEVRAA and required to take affirmative action to employ and advance in employment qualified protected veterans. The City of Portland invites employees to self-identify their status as protected veterans. Submission of this information is strictly voluntary and will be kept confidential, consistent with applicable regulations.

You are a “protected veteran” under the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), if you belong to one or more of the categories of veterans described below. (Click [here](https://www.dol.gov/ofccp/posters/infographics/protectedvet.htm) or go to <https://www.dol.gov/ofccp/posters/infographics/protectedvet.htm> to find out if you are a Protected Veteran.)

Section 1: Protected Veteran Status

Discharge Date: _____

I belong to the following classification(s) of protected veterans:

You MUST choose at least one, or all that apply to you.

- Active Duty Wartime or Campaign Badge Veteran (Other Protected Veteran)**
A veteran who served on active duty in the U.S. Military during one or more of the periods of war outlined in 38 U.S.C. § 101 or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense. (See Vet Guide Appendix A: Wars, Campaigns, and Expeditions of the Armed Forces since WWII which Qualify for Veterans’ Preference <http://www.opm.gov/policy-data-oversight/veterans-services/vet-guide/>)
- Recently Separated Veteran**
A veteran discharged or released from active duty in the U.S. Military within the last three years.
- Armed Forces Service Medal Veteran**
A veteran who was awarded the Armed Forces Service Medal while serving on active duty in a U.S. military operation for which an Armed Forces service medal was awarded pursuant to [Executive Order 12985](#).
- Disabled Veteran**
- A veteran of the U.S. Military 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 Secretary of Veterans Affairs; **or**
 - A veteran who was discharged or released from active duty because of a service-connected disability.

Section 2: Non-Protected Veteran Status

- Not a Protected Veteran**
- Prefer Not to Answer**
- Non-Veteran**

The City is subject to governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the City invites employees to voluntarily self-identify their gender, ethnicity and race. Submittal of this information is strictly voluntary and will be kept confidential. When reported, data will not identify any specific individual. The federal government (EEOC) strongly recommends **self-identification** of gender, ethnicity and race. *If you choose not to self-identify your gender, ethnicity or race, the EEOC allows the City to classify employees based on visual observation.*

Basic Personal Data

2. Gender

Male

Female

Additional Personal Data

3. Race/Ethnicity

Please select the one box describing the race/ethnicity 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.
- American Indian or Alaska Native (Not Hispanic or Latino)**—A person having origins in any of the original peoples of North or South America (including Central America) and who maintains tribal affiliation or community attachment.
- 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.
- 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.
- White or European American (Not Hispanic or Latino)**—A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Two or More Races (Not Hispanic or Latino)**—All persons who identify with more than one of the above five races.