

# APPLICANT AFFIRMATIVE ACTION PROGRAM

## Self-Identification Form

The Visiting Nurses is subject to certain non-discrimination and affirmative action recordkeeping and reporting requirements by the Equal Employment Opportunity Commission (EEOC). **Completion of this data is voluntary and will not affect your opportunity for employment or term or conditions of employment.** VNA is committed to ensuring equal employment opportunities for all applicants without regard to race, color, religion, gender, sexual orientation, age, national origin, ancestry, disability, genetic information, marital or veteran status, the presence of a non-job related medical condition or disability, or any other legally protected status.

This form will be used for reporting purposes only and will be kept separate from all other personnel records and only accessible by the Human Resources Department. Please return completed form with application/resume.

**Applicant Name** \_\_\_\_\_

**Position Applied For** \_\_\_\_\_

**Race/Ethnicity (as defined by the EEOC):** Please check one of the descriptions below corresponding to the ethnic group 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
- 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 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

**Sex:**  Male  Female

**Age** \_\_\_\_\_

**U.S. Military Veteran:**  Yes  No

- Disabled Veteran
- Vietnam Era Veteran

**Do you currently have a disability that is covered under the Americans with Disabilities Act?**

Yes  No

**Referral Source:**

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Advertisement                | <input type="checkbox"/> VNA Website       | <input type="checkbox"/> Current Employee    |
| <input type="checkbox"/> Family/Friend                | <input type="checkbox"/> Facebook          | <input type="checkbox"/> Walk-In             |
| <input type="checkbox"/> School                       | <input type="checkbox"/> Employment Agency | <input type="checkbox"/> On-Line Job Posting |
| <input type="checkbox"/> Other (please specify) _____ |  |  |

**Date of Application** \_\_\_\_\_