



Information for Government/EEO Reporting

In compliance with the federal law, Sentara Healthcare collects responses from the questions below solely for reporting purposes. This information will be kept separate from your employment application and personnel file. Federal law prohibits unlawful discrimination on the basis of race, color, sex, age, national origin, religion or disability.

Full Name _____
First *Middle* *Last*

Gender: Male Female

Are you Hispanic or Latino? Yes No

If "No," please select your race:

- White
- Black or African American
- Asian
- American Indian / Alaska Native
- Hawaiian or other Pacific Islander
- Two or more races

Do you have a disability? Yes No

Are you a Veteran? Yes No

Veteran / Military Status:

- No Military Service
- Active Duty
- Active Reserve
- Disabled Veteran
- Inactive Reserve
- Other Veteran
- Recently Separated Veteran
- Retired
- Vietnam Veteran

Date of Birth: _____
mm/dd/yyyy

Age 18 or Older? Yes No

Definition of Hispanic or Latino

All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race

Definition of Non-Hispanic or Latino

White: All persons having origins in any of the original people of Europe, North Africa, or the Middle East.

Black or African American: All persons having origins in any of the black racial groups of Africa.

Native Hawaiian or other Pacific Islander: Any persons having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

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

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 attachment.

Two or More Races: All persons who identify with more than one of the above races

Definition of Disability

Under the Americans with Disabilities Act of 1990, an individual is classified as disabled (42 USC&12102[2]) if he or she:

Has a physical or mental impairment, and the impairment substantially limits one or more of the individual's major activities in life; has a record or history of such an impairment; or is perceived as having such an impairment.

To be considered disabled, an individual must have a record of, or be regarded as having, a substantial, as opposed to a minor, impairment. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, caring for oneself, learning or working.

Veteran / Military Status Definitions

- No Military Service: Employee has no military service

- Active Duty : Employee is serving full-time duty in the active military service of the United States

- Active Reserve: Employee is an active member of a US military reserve

- Disabled Vet: Employee who:

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 Dept of Veterans' Affairs for a disability (i) rated at 30% or more, or (ii) rated at 10% or 20% in the case of a veteran who has been determined under Section 3016 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.

- Inactive Reserve: Employee is an inactive member of a US military reserve
- Not Indicated: Employee has not indicated veteran status
- Other Vet: Employee who served in the military, ground, naval or air service of the US on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. A complete listing of campaigns and expeditions is available at the following web site:
<http://www.opm.gov/veterans/html/vgmedal2.htm>
- Recently Separated Veteran: Employee who served on active duty in the U.S. military, ground, naval or air service during the one-year period beginning on the date such veteran's discharge or release from active duty.
- Retired: Employee is retired from military status and is not a Veteran of the Vietnam Era or an Other Protected Veteran
- Vietnam Veteran: Employee who:
 - A. served in the military, ground, naval or air service of the US on active duty for a period of more than 180 days, and was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty occurred: (i) in the Republic of Vietnam between 2/28/61, and 5/7/75; or (ii) between 8/5/64 and 5/7/75, in all other cases (any location);
 - 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 2/28/61, and 5/7/75; or (ii) between 8/5/65 and 5/7/75, in all other cases (any location).