



UNIVERSITY of ROCHESTER

The University of Rochester is in the process of updating certain required demographic information in order to comply with federal law, including Equal Employment Opportunity and Department of Education reporting requirements. This questionnaire is being sent to all University of Rochester faculty, staff, and other employees to ask you to self-identify your ethnicity, race, disability, and veteran status. No negative or otherwise adverse action will be taken, whether you provide the information or not. Participation in the survey is voluntary. However, your cooperation and participation will allow the University to obtain the most accurate data possible for mandatory reporting purposes.

How to complete this questionnaire.

Print and complete this questionnaire. If you are unable to print, please contact the HR Office at 255-5550 or ksweet@admin.rochester.edu.

Call **ASK-URHR (275-8747)** if you have any questions relating to the survey or process.

Self-Identification Questionnaire

Please read the definitions below before completing the self-identification questionnaire.

Please Note: Responding to these demographic questions is voluntary.

No adverse action will result whether you participate in the survey or not.

Name: _____
Please print name in all caps.

Employee ID: _____
6-digit WU number (e.g., 123456)

Department: _____

Ethnicity/Race:

Are you Hispanic or Latino?

- Yes No

Please select one or more races that you identify with from the following:

- American Indian or Alaskan Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

Military Status:

Please check all that apply:

- U.S. Military Veteran
- U.S. Coast Guard Veteran
- Disabled Veteran
- U.S. Military Veteran with a service-connected disability

Disability Status:

Do you have a disability as defined by the Americans with Disabilities Act?

- Yes No

If you have not requested an accommodation for your disability and wish to do so, please contact Kathy Sweetland, Coordinator of Disability Resources, at 275-5550 or ksweet@admin.rochester.edu for assistance with the process.

For more information on requests for accommodation, see www.rochester.edu/ada/sapo_intro.html or www.rochester.edu/ada/workintro.html.

Veteran Definitions

You are considered an “Armed Forces service medal veteran” if you:

- served on active duty during a war, or

You are considered an “other Y [] V Y veteran” if you:

- served on active duty during a war; or
- served on active duty during a campaign or expedition in which a campaign badge has been authorized. A list of engagements included in this category is on the U.S. Office of Personnel Management website at www.opm.gov/vgm2.asp

You are considered a “disabled veteran” if you:

- are entitled to compensation under laws administered by the Veterans Administration; or
- were discharged or released from active duty because of a service-connected disability.

You are considered a “newly separated veteran” if you:

- served on active duty during a war, or

Race and Ethnicity Definitions

American Indian or Alaskan Native - A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian - 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 - A person having origins in any of the black racial groups of Africa.

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian or Other Pacific Islander - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Disability Definition

The Americans with Disabilities Act of 1990 defines an individual with a disability as:

- a person with a physical or mental impairment that substantially limits that person in a major life activity,
- a person with a record of such a physical or mental impairment, or
- a person who is regarded as having such an impairment.