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.

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

Self-Identification Questionnaire

Please read the definitions on the second page 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: ___________________________________________   Employee ID:  ___________________________________

please print full name

6-digit UR number (do not use SSN)

Department: ____________________________________

Ethnicity/Race two-part question: 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

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.

Military Status: Please check all that apply:

Armed Forces Services Medal Veteran
Other Eligible Veteran
Disabled Veteran
Newly Separated Veteran with a Discharge/Release Date of

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 services medal veteran” if you:

• served on active duty for a period of more than 180 days, part of which was between February 28, 1961 through May 7, 1975, and were discharged or released with other than a dishonorable discharge.

You are considered an “other eligible veteran” if you:

• served on active duty during a war; or
• served on active duty during a campaign or expedition for which a campaign badge has been authorized. A list of military engagements included in this category are on the U.S. Office of Personnel Management website: http://www.opm.gov/staffingportal/vgmedal2.asp

You are considered a “disabled veteran” if you:

• are entitled to disability compensation under the 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 in the U.S. military, ground, naval or air service during the three-year period beginning on the date of your discharge or release from active duty.

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.