SCHENECTADY ARC
Advocacy • Resources • Choices

Invitation to Identify for Affirmative Action Purposes

Our organization is committed to the employment and advancement of minorities, females, individuals with disabilities, and veterans. If you fall into one of these protected classifications, we invite you to identify to yourself and receive coverage under our company's Affirmative Action Plan. You may inform us of your desire to benefit under the program at this time and/or any time in the future.

Completion of this form is voluntary and in no way affects the decision regarding your employment opportunity. The information provided will be held in the strictest confidence, will be maintained in a separate file, and will not be used in a manner inconsistent with the Acts.

Applicant Information

Name: _____ **Date** _____

Position Applied for: _____

Choose one race/ethnic group. **Submission of information is voluntary**.

Gender:

☐ Female ☐ Male

Racial or Ethnic Group

☐ American Indian/ Alaskan Native ☐ Asian ☐ Black/African American

☐ Hispanic/Latino ☐ White/Caucasian ☐ Native Hawaiian/ Other Pacific Islander

☐ 2 or more races

DEFINITIONS

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.

HOW WERE YOU REFERRED TO THIS JOB:

☐ Advertisement ☐ School/College ☐ Employee Referral

☐ Recruiter ☐ Employment Agency ☐ Website (Please specify) _____

☐ Walk In ☐ Other (Please Specify): _____