

## Applicant Affirmative Action Program Self Identification Form

### **Required Information**

Name: \_\_\_\_\_ Date of Application: \_\_\_\_\_

Position(s) for which you are applying: \_\_\_\_\_

### **Voluntary Information**

NEMA is a government contractor and to comply with the regulations for equal employment opportunity and affirmative action (EEO/AA), we must track our applicants by gender and race/ethnicity and the position they applied for to the government. We are an organization that values diversity and encourages women and minorities to apply. For this reason, we invite you to indicate your gender and race/ethnicity below. This information is kept separate from your application.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Responses will remain confidential within the Human Resources Department; and will be used only for the necessary information to include in our Affirmative Action Program and reporting requirements to the government. When reported, data will not identify any specific individuals.

**Gender:**      ☐ Male                      ☐ Female

**Definitions of race/ethnicity are on the next page (as defined by the Equal Employment Opportunity Commission).**

### **Race/Ethnic Identification** (check one):

Are you Hispanic or Latino? ☐ Yes                      ☐ No

**If you answered “Yes” you have completed this form. If you answered “No” please select a race from the options below.**

☐ White (Not Hispanic or Latino)

☐ American Indian or Alaska Native  
(Not Hispanic or Latino)

☐ Black or African American (Not  
Hispanic or Latino)

☐ Two or More Races (Not Hispanic or  
Latino)

☐ Native Hawaiian or Other Pacific  
Islander (Not Hispanic or Latino)

☐ I do not wish to disclose.

☐ Asian (Not Hispanic or Latino)

### **Definitions of race/ethnic categories**

**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.