



Equal Employment Opportunity Survey

<p>Dear Employee:</p> <p>The University of Maine System is an Equal Opportunity/Affirmative Action Employer. To help the University carry out its affirmative action program, it is important for you to provide the information requested below. Your voluntary responses are confidential and this form will not become part of your personnel file. It will be filed separately. The information you supply will in no way affect your employment status or be used in any employment decisions. Thank you for your cooperation.</p>	<p>Name (first, middle, last):</p>
	<p>SS#:</p>
	<p>Date:</p>
<p>Sex (please check one):</p>	
<input type="checkbox"/> Male	<input type="checkbox"/> Female

<p>Race and Ethnicity:</p>	
<p>Are you Hispanic or Latino? (please check one):</p>	
<input type="checkbox"/>	<p>Yes, I am Hispanic or Latino. <i>Hispanic or Latino: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.</i></p>
<input type="checkbox"/>	<p>No, I am not Hispanic or Latino</p>

<p>What is your race? (select one or more):</p>	
<input type="checkbox"/>	<p>American Indian or Alaskan Native. <i>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.</i></p>
<input type="checkbox"/>	<p>Asian. <i>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 Island, Thailand and Vietnam.</i></p>
<input type="checkbox"/>	<p>Black or African American. <i>All persons having origins in any of the black racial groups of Africa.</i></p>
<input type="checkbox"/>	<p>Native Hawaiian or Other Pacific Islander. <i>Any persons having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.</i></p>
<input type="checkbox"/>	<p>White. <i>All persons having origins in any of the original people of Europe, North Africa, or the Middle East.</i></p>

<p>Veterans Status: Select the <u>one</u> category that best applies to you:</p>	
<input type="checkbox"/>	<p>Not a Veteran.</p>
<input type="checkbox"/>	<p>Armed Forces Service Medal Veteran. <i>A veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 Fed. Reg. 1209).</i></p>
<input type="checkbox"/>	<p>Other Protected Veteran. <i>A veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized. Please see the attached list of campaigns and expeditions which qualify for Veteran's preference.</i></p>
<input type="checkbox"/>	<p>Vietnam era Veteran.</p>

<p>If you are a veteran, are you a disabled veteran? (please check one):</p>	
<input type="checkbox"/>	<p>Yes</p>
<input type="checkbox"/>	<p>No</p>
<p><i>A disabled veteran is a person entitled to disability compensation from the Veteran's Administration for a disability rated at 30% or more; <u>or</u> rated at 10% or 20% if determined to have a serious barrier to employment; <u>or</u> who was discharged or released from active duty for a service-connected disability.</i></p>	

Military discharge date: If you are a veteran, please provide date of discharge or date of release from active duty:	Date:
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Disability Status:

The University is committed to providing reasonable accommodations to employees with disabilities who can perform the essential functions of their job with or without reasonable accommodations. The University complies with the Americans with Disabilities Act, the Rehabilitation Act of 1973, and the Maine Human Rights Act. As part of the University's affirmative action efforts, employees with disabilities have the opportunity to identify themselves. The information you provide will be used to help the University provide individual accommodations and plan for the needs of our staff. Your submission of this information is **voluntary** and the information will be kept confidential, except that supervisors may be informed about any work-related restrictions or accommodations, and first aid or safety personnel may be informed about possible emergency treatment. Whether or not you choose to provide the information, it will in no way affect your employment status. Before completing this section, please refer to the definition of disability below.

Do you have, or are you regarded as having, a physical or mental disability? Check the one answer that best applies:

<input type="checkbox"/>	Yes (see definition of disability below)
<input type="checkbox"/>	No

If you answered yes, we would like to provide you with the opportunity to be included under the affirmative action program. Please indicate the accommodations the University could make to enable you to perform your job safely and properly, including special equipment, changes in the physical layout of the job, elimination of non-essential duties, or other accommodations:

Maine law defines a person with a disability as anyone who:

- A. Has a physical or mental impairment that:
 - 1. Substantially limits one or more of a person's major life activities (such as seeing, hearing, walking, working); or
 - 2. Significantly impairs physical or mental health for at least six months; or
 - 3. Requires special education, vocational rehabilitation or related services; OR

- B. Has any of the following conditions, regardless of severity unless otherwise indicated: absent, artificial or replacement limbs, hands, feet or vital organs; alcoholism; amyotrophic lateral sclerosis; bipolar disorder; blindness or abnormal vision loss; cancer; cerebral palsy; chronic obstructive pulmonary disease; Crohn's disease; cystic fibrosis; deafness or abnormal hearing loss; diabetes; substantial disfigurement; epilepsy; heart disease; HIV or AIDS; kidney or renal diseases; lupus; major depressive disorder; mastectomy; mental retardation; multiple sclerosis; muscular dystrophy; paralysis; Parkinson's disease; pervasive developmental disorders; rheumatoid arthritis; schizophrenia; and acquired brain injury; OR

- C. Has a history of any of the conditions in paragraph A or B; OR

- D. Is regarded as having or likely to develop any of the conditions in paragraph A or B.

Campaigns and Expeditions Which Qualify for Veterans preference		
Campaign / Expedition	Dates	
	Start	End
Campaign or Service Medals		
Armed Forces Expeditionary Medal (AFEM) A Veteran's DD Form 214 showing the award of any Armed Forces Expeditionary Medal is acceptable proof. The DD form 214 does not have to show the name of the theatre or country of service for which the medal was awarded.		
Afghanistan (Operations Enduring Freedom (OEF) and Iraqi Freedom (OIF))	OEF 9/11/2001; OIF 3/19/2003	to present; to present
Army Occupation of Austria	5/9/1945	7/27/1955
Army Occupation of Berlin	5/9/1945	10/2/1990
Army Occupation of Germany (exclusive of Berlin)	5/9/1945	5/5/1955
Army Occupation of Japan	9/3/1945	4/27/1952
Berlin	8/14/1961	6/1/1963
Bosnia (Operations Joint Endeavor, Joint Guard, and Joint Forge)	11/20/1995; 12/20/1996; 6/21/1998	12/20/1996; 06/20/1998; to present
Cambodia	3/29/1973	8/15/1973
Cambodia Evacuation (Operation Eagle Pull)	4/11/1975	4/13/1975
Chinese Service Medal (extended)	9/2/1945	4/1/1957
Congo	7/14/1960; 11/23/1964	9/1/1962; 11/27/1964
Cuba	10/24/1962	6/1/1963
Cuba (Navy/Marine)	1/3/1961	10/23/1962
Dominican Republic	4/28/1965	9/21/1966
El Salvador	1/1/1981	2/1/1992
Global War on Terrorism	9/11/2001	present
Grenada (Operation Urgent Fury)	10/23/1983	11/21/1983
Haiti (Operation Uphold Democracy)	9/16/1994	3/31/1995
Indian Ocean/Iran (Navy/Marine)	11/21/1979	10/20/1981
Iran/Yemen/Indian Ocean (Navy/Marines)	12/8/1978	6/6/1979
Iraq (Operation Northern Watch, Desert Spring, Enduring Freedom (OEF), and Iraqi Freedom (OIF))	1/1/1997; 12/31/1998; OEF 9/11/2001; OIF 3/19/2003	to present; 12/31/2002 (projected); to present; to present
Korea	10/1/1966	6/30/1974
Korea Defense Service Medal	7/28/1954	(date to be determined)
Korean Service	6/27/1950	7/27/1954
Kosovo	3/24/1999	to present
Kosovo Campaign Medal (KCM) Operation Allied Force	3/24/1999	6/10/1999

Campaign / Expedition	Start	End
Kosovo Campaign Medal (KCM) Operation Joint Guardian	6/11/1999	(date to be determined)
Kosovo Campaign Medal (KCM) Operation Allied Harbor	4/4/1999	9/1/1999
Kosovo Campaign Medal (KCM) Operation Sustain Hope/Shining Hope	4/4/1999	7/10/1999
Kosovo Campaign Medal (KCM) Operation Noble Anvil	3/24/1999	7/20/1999
Kosovo Campaign Medal (KCM) Task Force Hawk	4/5/1999	6/24/1999
Kosovo Campaign Medal (KCM) Task Force Saber	3/31/1999	7/8/1999
Kosovo Campaign Medal (KCM) Task Force Falcon	6/11/1999	(date to be determined)
Kosovo Campaign Medal (KCM) Task Force Hunter	4/1/1999	11/1/1999
Laos	4/19/1961	10/7/1962
Lebanon	7/1/1958; 6/1/1983	11/1/1958; 12/1/1987
Lebanon (Navy/Marines)	8/20/1982	5/31/1983
Liberia (Operation Sharp Edge) [Navy/Marines]	8/5/1990	2/21/1991
Libyan Area (Navy/Marines)	1/20/1986	6/27/1986
Mayaguez Operation	5/15/1975	5/15/1975
Navy Occupation of Austria	5/8/1945	10/25/1954
Navy Occupation of Trieste	5/8/1945	10/25/1954
Operations in the Libyan Area (Operation Eldorado Canyon)	4/12/1986	4/17/1986
Panama (Navy/Marines)	4/1/1980; 2/1/1990	12/19/1986; 6/13/1990
Panama (Operation Just Cause)	12/20/1989	1/31/1990
Persian Gulf Operation (Operation Earnest Will)	7/24/1987	8/1/1990
Persian Gulf Operation (Operation Southern Watch)	12/1/1995	to present
Persian Gulf Operation (Operation Vigilant Sentinel)	12/1/1995	2/1/1997
Persian Gulf Operation (Operation Desert Thunder)	11/11/1998	12/22/1998
Persian Gulf Operation (Operation Desert Fox)	12/16/1998	12/22/1998
Persian Gulf (Navy/Marines)	2/1/1987	7/23/1987
Persian Gulf Intercept Operation	12/1/1995	to present
Quemoy and Matsu Islands	8/23/1958	6/1/1963
Rwanda (Operations Distant Runner) [And Navy/Marines]	4/7/1994	4/18/1994

Campaign / Expedition	Start	End
Southwest Asia Service Medal (SWASM) (Operations Desert Shield and Desert Storm)	8/2/1990	11/30/1995
Somalia (Operations Restore Hope and United Shield)	12/5/1992	3/31/1995
Taiwan Straits	8/23/1958	1/1/1959
Thailand [And Navy/Marines]	5/16/1962	8/10/1962
Units of the Sixth Fleet (Navy)	5/9/1945	10/25/1955
Vietnam Evacuation (Operation Frequent Wind)	4/29/1975	4/30/1975
Viet Nam (Including Thailand)	7/1/1958	7/3/1965
Vietnam Service Medal (VSM)	7/4/1965	3/28/1973