

**SELF-IDENTIFICATION FORM FOR RACE, GENDER,
VETERAN STATUS, OR DISABILITY STATUS**

THIS IS STRICTLY VOLUNTARY

Bell & Associates is an Equal Opportunity Employer. As required by law, we must record certain information to be made a part of our Affirmative Action Program. Applicants for employment are also invited to participate in the Affirmative Action Program by reporting their status as handicapped, disabled veteran, veteran of the Vietnam era or other minority. In extending this invitation you are also advised that: (a) workers (applicants) are under no obligation to respond, but may do so in the future if they choose; (b) responses will remain confidential within the Human Resources Department; and (c) responses will be used only for the necessary information to include in our Affirmative Action Program. We are a company that values diversity. We actively encourage women and minorities to apply. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

I self-identify with the following group:

Please mark one of the following categories (defined by Governmental terms):

	HISPANIC or LATINO	All persons 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 (Not Hispanic or Latino)	All persons having origins in any of the Black racial groups of Africa.
	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (Not Hispanic or Latino)	All persons having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
	ASIAN (Not Hispanic or Latino)	All persons having origins in any of the original peoples of the Far East, Southeast Asia, 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)	All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. Meets Bureau of Indian Affairs definition standards.
	TWO or MORE RACES (not Hispanic or Latino)	All persons who identify with more than one of the above six races.

Gender: _____ **Male** _____ **Female**

I qualify under the Affirmative Action Program as:

_____ A **Special Disabled Veteran** (*Receives 30% disability*).

_____ A **Vietnam era Veteran** (*Republic of Vietnam service between 02/28/61 & 05/07/75; or military service between 08/05/64 & 05/07/75*).

_____ An **Other Eligible Veteran** (*Active duty service member receiving campaign or expeditionary badge*) * See Human Resources for clarification.

I was in the military service from _____ to _____ .

_____ **I decline to self-identify**

I understand that this information will be kept confidential, except as required, in conjunction with federal regulations.

Name: _____

Signed: _____ **Date:** _____

