



Affirmative Action Program Applicant Information Form

The National Council for Science and the Environment (NCSE) 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 and for the NCSE's required EEO reporting responsibilities. We are an organization 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 or consideration.

Please complete the information requested below. Thank you for your cooperation.

Section 1: General Application Information

Name: _____ Date: _____

Applying for Position (title): _____

How did you hear of this opening? (please check one)

- | | | |
|---|---|--|
| <input type="checkbox"/> Current / Former NCSE employee | <input type="checkbox"/> Newspaper ad | <input type="checkbox"/> Internet ad |
| <input type="checkbox"/> Other: _____ | <input type="checkbox"/> Campus posting | <input type="checkbox"/> NCSE website |
| | | <input type="checkbox"/> Résumé board response |

Section 2: Please check all that apply (1 each category, see reverse for definitions).

| Race or Ethnic Identify | Gender | Veteran Status |
|--|---|--|
| <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> White (Not Hispanic or Latino) <input type="checkbox"/> Black or African American (Not Hispanic or Latino) <input type="checkbox"/> Native Hawaiian or other Pacific Islander (Not Hispanic or Latino) <input type="checkbox"/> Asian (Not Hispanic or Latino) <input type="checkbox"/> American Indian or Alaska Native (Not Hispanic or Latino) <input type="checkbox"/> Two or more races (Not Hispanic or Latino) | <input type="checkbox"/> Male <input type="checkbox"/> Female <div style="background-color: #e0ffe0; text-align: center;">Non-Participants</div> <input type="checkbox"/> I do not wish to self-identify | <input type="checkbox"/> Vietnam Era Veteran <input type="checkbox"/> Special Disabled Veteran <input type="checkbox"/> Other Eligible Veteran <input type="checkbox"/> Not applicable <div style="background-color: #e0ffe0; text-align: center;">Other</div> <input type="checkbox"/> Individual with Disabilities <input type="checkbox"/> Not applicable |

EEOC Race/Ethnic Identification Categories - Disability and Veteran Status 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 maintains 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.

Individual with Disabilities

Defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activity(ies), (2) has a record of such impairment(s), or (3) is regarded as having such impairment(s). For purposes of this definition, an individual with disability(s) is substantially limited if he or she is likely to experience difficulty in securing, retaining, or advancing in employment because of the disability(ies).

Special Disabled Veteran

Defined as a veteran who is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans Administration for a disability (i) rated at 30% or more, or (ii) rated at 10 or 20% in the case of a veteran who has been determined under Section 1506 to have a serious employment disability, or a person who was discharged from active duty because of a service-connected disability.

Veteran of the Vietnam Era

Defined as a veteran who (a) served on active duty in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or (b) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (c) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed between August 5, 1964 and May 7, 1975.

Other Eligible Veteran

Defined as any veteran who served in a "war" declared by Congress, in a campaign or on an expedition for which a campaign badge, a service medal, or an expeditionary medal has been awarded.