

**Catholic Charities Diocese of Kalamazoo
Self-Identification for Applicants**

Catholic Charities Diocese of Kalamazoo is an Equal Opportunity and Affirmative Action Employer. As a part of our affirmative action obligation, we are required to maintain and report information on the gender, ethnicity, race, disability and veteran status of our applicants. *Your participation is voluntary. It is kept separate from your application and will not be considered in the decision whether to interview you or offer you employment.*

Position Applying for:

Date:

Gender	Male	Other
	Female	Choose not to disclose

Ethnicity	Hispanic or Latino
	Non-Hispanic or Latino

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. If you answered "yes" above, please skip the Race section. If you answered "no" above, please select a race from the options below.

Race:	American Indian or Alaskan Native
	Asian
	Black or African-American
	Native Hawaiian or Other Pacific Islander
	White
	Two or More Races

American Indian or Alaskan Native: A person having origins in any of the original peoples of North and South America (including Central America), who maintains tribal affiliation or community attachment.

Asian: 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 or Vietnam.

Black or African-American: A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or more races: A person who identifies with more than one of the races above.

Veteran	Yes	No
Vietnam Veteran	Yes	No
Disabled Veteran	Yes	No
Disabled Individual	Yes	No

Veteran: Served as active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge.

Vietnam Era Veteran: Served as active duty for a period of more than 180 days, and part of which occurred between August 5, 1964, and May 7 1975, and was discharge or released with other than a dishonorable discharge, or was discharge or released from active duty of a service connected disability if any part of such active duty was performed between the above.

Disabled Veteran: Defined as one who is entitled to compensation under laws administered by the Veterans Administration for a disability rated 30% or more or was discharge or released from active duty because of service- connected disability.

Disabled Individual: Defined as one having a physical or mental impairment that substantially limits one or more of life's major activities; a history of such impairment, or is regarded as having such impairment.