MACALESTER COLLEGE

Voluntary Self Identification Form

Name:	Mac ID:	Date:

EEO/Affirmative Action and Information Usage Statement

In complying with the letter and spirit of applicable laws and in pursuing its own goals of diversity and inclusion, Macalester College does not discriminate on the grounds of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, membership or activity in a local commission dealing with discrimination issues, disability, sexual orientation, age, and veteran's status in employment policies and practices, education, and all other areas of the College. The College provides reasonable accommodations to qualified individuals with disabilities upon medical certification of the disability.

Government agencies require periodic reports on the gender, ethnicity, race, and veteran status of employees. Data reported will be kept confidential and will not be maintained in your personnel file. Data collected on this form will be used for analytical reporting purposes as required by the applicable government agencies. Information may also be used by the Macalester College department of Employee Services and Multicultural Life for employee management initiatives.

Gender (check one):

☐ **Male** ☐ **Female**

Ethnicity (check one):

☐ **Hispanic or Latino**	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
☐ **Not Hispanic or Latino**	A person of non-Hispanic or Latino ethnicity, regardless of race.

Race (check all that apply):

☐ **American Indian or Alaska Native**	a person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through 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, and 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

U.S. Veteran Status (check any that apply):

☐ **Vietnam Era Veteran**	Veteran of the U.S. military, whose service was during the period August 5, 1964 through May 7, 1975, who (1) served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability; also includes any veteran who served in the Republic of Vietnam between February 28, 1961 and May 7, 1975.
☐ **Special Disabled Veteran**	A veteran who served on active duty in the U.S. military (1) who was discharged or released from active duty because of a service-connected disability, or (2) who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) for certain disabilities under laws administered by the Department of Veterans Affairs (i.e., disabilities rated at 30 percent or more, or at 10 or 20 percent if the veteran has been determined to have a serious employment handicap).
☐ **Other Protected Veteran**	Any other 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, other than a special disabled veteran, veteran of the Vietnam era, or recently separated veteran.

Americans with Disabilities Act Status

☐ **Disabled**	A person who has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having such an impairment.