



Voluntary Self-Identification of Veteran Status

Fayetteville State University is committed to equal opportunity and affirmative action in all aspects of employment for qualified protected veterans. We ask that you please consider completing this form to help us fulfill our commitments to equal opportunity and affirmative action and to meet our obligations as a government contractor under the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA). VEVRAA requires us to take affirmative action to employ protected veterans and to advance these individuals in employment.

While the University is required by VEVRAA to submit an annual report to the U.S. Department of Labor identifying the number of employees belonging to each specified “protected veteran” category listed below, submission of this information is voluntary on your part and refusal to provide it will not subject you to any adverse treatment. The information you submit will not be used in any manner inconsistent with VEVRAA and will be kept confidential, except that supervisors and managers may be informed regarding reasonable accommodations for qualified disabled veterans,* first aid and safety personnel may be informed if you have a condition that might require emergency treatment, and government officials may be informed to assist them with enforcing the Americans with Disabilities Act of 1990, as amended, or the laws administered by the Office of Federal Contract Compliance Programs.

Name: _____

Gender: ____ Male ____ Female

Department/Unit: _____

Position/Title: _____

If you believe you belong to any of the categories of protected veterans defined on page 2, please indicate by checking the appropriate box(es) below.

I belong to the following classifications of protected veterans (choose all that apply):

- DISABLED VETERAN*
- RECENTLY SEPARATED VETERAN
- ACTIVE WARTIME OR CAMPAIGN BADGE VETERAN
- ARMED FORCES SERVICE MEDAL VETERAN

I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERANS LISTED ABOVE.

I AM NOT A PROTECTED VETERAN.

* If you are a disabled veteran, please contact Kay Faircloth, at (910) 672-2461 to request any accommodations necessary to enable you to perform the essential functions of your job, including special equipment, changes in the physical layout of your workspace, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability.

Signature: _____ Date: _____

**PLEASE PLACE IN AN ENVELOPE MARKED CONFIDENTIAL AND RETURN FORM OR
EMAIL TO: Attention: Kay Faircloth, Human Resources Department or jfaircl6@uncfsu.edu**

Definitions of the Separate Classifications of Protected Veterans

A “disabled veteran”

- is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; **or**
- a person who was discharged or released from active duty because of a service-connected disability.

A “**recently separated veteran**” means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval, or air service.

An “**active duty wartime or campaign badge veteran**” means 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 under the laws administered by the Department of Defense.

An “**Armed forces service medal veteran**” means 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.

Protected veterans may have additional rights under USERRA - the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor’s Veterans Employment and Training Service (VETS), toll-free, at **1-866-4-USA-DOL**.