

Post-Offer Voluntary Self-Identification of Protected Veterans

Name: _____ Date: _____
Last First M.I.

Position applied for: _____

To: Applicants for employment

1. This company is a Government contractor subject to 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), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These classifications are defined as follows:
 - 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 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**.

Voluntary Self-Identification – Protected Veterans

Employee ID: _____

2. If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERANS LISTED BELOW. (choose all applicable options)

Disabled Veteran

Recently Separated Veteran *Military Discharge Date:* _____

Active Duty Wartime or Campaign Badge Veteran

Armed Forces Service Medal Veteran

I IDENTIFY AS A VETERAN, BUT I DO NOT FALL WITHIN ANY OF THE CLASSIFICATIONS OF PROTECTED VETERANS LISTED ABOVE.

I AM NOT A VETERAN.

I CHOOSE NOT TO SELF-IDENTIFY.

3. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.
4. The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.
5. The University of Vermont has prepared an Affirmative Action Program to implement the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. It is our policy to base all employment decisions on the principles of equal employment opportunity, and to take affirmative action to employ and advance in employment protected veterans. The company will ensure that its human resources programs are administered without regard to an individual's status as a protected veteran, and that employment decisions are based on valid job requirements. As appropriate the Company will make a reasonable accommodation to the known physical or mental limitations of an otherwise qualified disabled veteran unless we can show that the accommodation would impose an undue hardship on the operation of our business. We will also ensure that employees and applicants will not be subjected to harassment of any kind because of their status as a protected veteran. Information on the Veterans Affirmative Action Program is available for review by employees and applicants in the office of our EEO Official, Jes Kraus, Executive Director Human Resource Services & Affirmative Action, during our regular business hours of 8:00 a.m. to 4:30 p.m.