

Post-Offer Invitation to Self- Identify as Protected Veteran

As an entity that contracts with the federal government, the University of Rochester is subject to the Vietnam Veteran's Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002 (VEVRAA). VEVRAA requires that federal contractors take affirmative action to employ and advance in employment, and to submit an annual report to the government identifying the number of employees belonging to a specified protected veteran category, including 1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These terms are defined as follows:

Disabled veteran means (1) 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 (2) A person who was discharged or released from active duty because of a service-connected disability.

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.

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.

Armed Forces service medal veteran means any 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 (61 FR 1209).

The University of Rochester invites you to inform us if you believe that you are a protected veteran who may be covered by VEVRAA. Providing this information is voluntary. If you choose not to provide this information you will not suffer any adverse treatment. Any information you provide will be kept confidential and will not be used in a manner inconsistent with VEVRAA.

If you believe you belong to one of the categories above and are willing to disclose that, please check the appropriate boxes below. If you are not a protected veteran or do not wish to self-identify, please select either the last box, or the second to last box below.

- Disabled Veteran
- Recently Separated Veteran
- Active Wartime Or Campaign Badge Veteran
- Armed Forces Service Medal Veteran
- I am a protected veteran, but I choose not to self-identify the classifications to which I belong.
- I am NOT a protected veteran.
- I choose to not self-identify as a protected veteran.

Providing this data is voluntary and if you chose to provide this information it will not subject you to adverse treatment of any kind. This data will only be used in ways consistent with VEVRAA and other applicable laws. If you are a disabled veteran, and require an accommodation due to your disability that would enable you to perform the essential functions of you job, please request an accommodation by speaking with your supervisor, Human Resources contact or utilizing the online form located here: <http://www.rochester.edu/eoc/assets/pdf/reqtdisaccempl.pdf>.

Print Name _____

Signature _____

Date: _____