

Voluntary Affirmative Action Information

Employees



Holy Family Memorial is a Federal contractor or subcontractor. We are required by Federal law to reach out to, recruit, and provide equal opportunity to qualified minorities, females, protected veterans, and people who have disabilities. The Federal Government requires contractors and subcontractors to invite job applicants, new hires, and employees to tell us whether they are a minority, female, protected veteran, or person with a disability. We will use this information to measure the effectiveness of our outreach, recruitment, and other employment practices.

Your submission of information is voluntary. Information you provide will be kept confidential in accordance with Federal law, and will not affect your employment or subject you to negative treatment of any kind.

NAME: _____

CHECK ONE:

- Male Female Decline to identify

CHECK ONLY ONE OF THE FOLLOWING BOXES:

- Hispanic or Latino:** a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- White (not Hispanic or Latino):** a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American (not Hispanic or Latino):** a person having origins in any of the black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander (not Hispanic or Latino):** a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Asian (not Hispanic or Latino):** 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.
- American Indian or Alaska Native (not Hispanic or Latino):** a person having origins in any of the original peoples of North or South America (including Central America), and who maintains tribal affiliation or community attachment.
- Two or More Races (not Hispanic or Latino):** all persons who identify with more than one of the races of White, Black or African American, Native Hawaiian or Other Pacific Islander, Asian, or American Indian or Alaska Native.
- Decline to identify.**

CHECK AS MANY OF THE FOLLOWING AS ARE APPLICABLE:

- Individual With A Disability**, which is for purposes of the Company's affirmative action efforts any person who: (i) has a physical or mental impairment which substantially limits one or more of such person's major life activities; (ii) has a record of such an impairment; or (iii) is regarded as having such an impairment.
- Recently Separated Veteran**, which is 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. If you check yes, please give date of discharge or release from active duty:

- Disabled Veteran**, which is 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 veteran of the U.S. military, ground, naval or air service who was discharged or released from active duty because of a service-connected disability.
- Armed Forces Service Medal Veteran**, which is 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.
- Other Protected Veteran**, which is 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.

Note: For purposes of the four veterans definitions above, "veteran" means a person who served in the active military, naval or air service of the United States, and who was discharged or released from service under conditions other than dishonorable.

TO BE FILED SEPARATELY FROM PERSONNEL FILE