

The CSU considers qualified applicants for employment without regard to race, color, religion, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, sex (including gender identity), age (over 40), sexual orientation, covered veteran status, or any other protected status.

The CSU is interested in reaching the broadest possible group of qualified applicants. This form has been developed to assist us in monitoring the effectiveness of our recruitment efforts, and in collecting data that is required for compliance with State, Federal and University reporting requirements. This form, and any data submitted on the form, will be kept separate from your application and resume and will not be accessible by anyone involved with making recommendations or decisions regarding selection or hiring for this job. While your reply will be most helpful to us in reporting accurate data, completing this form is entirely voluntary.

Applicant Name (Last, First, Middle Initial)	Job/Position Number

Question 1. Are you Hispanic or Latino? (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.)

Yes No

Question 2. Regardless of your answer to Question 1, you may select one or more of the following categories that apply to you:

CATEGORY	DEFINITION OF CATEGORY
<input type="checkbox"/> 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.
<input type="checkbox"/> Asian <input type="checkbox"/> Asian Indian <input type="checkbox"/> Cambodian <input type="checkbox"/> Chinese <input type="checkbox"/> Filipino <input type="checkbox"/> Japanese <input type="checkbox"/> Korean <input type="checkbox"/> Laotian <input type="checkbox"/> Vietnamese <input type="checkbox"/> Other 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.
<input type="checkbox"/> Black or African American	A person having origins in any of the black racial groups of Africa.
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Guamanian <input type="checkbox"/> Hawaiian <input type="checkbox"/> Samoan <input type="checkbox"/> Other Native Hawaiian or Other Pacific Islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
<input type="checkbox"/> White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Veteran Status

The information provided will be used only in ways that are not inconsistent with the VEVRA. 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 special 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 OFCCP, or enforcing the Americans with Disabilities Act, may be informed.

Veteran Status (check those applicable):

- Vietnam Era Veteran
- Special Disabled Veteran
- Other Protected Veteran
- Newly Separated Veteran
- Date of discharge from active duty _____
- Not a veteran
- Decline to state

(If check "Special Disabled Veteran," this does not constitute *prima facie* evidence of disability or notification for purposes of accommodation)

Vietnam Era Veteran: A person who: (i) served on active duty in the U.S. military, ground, naval or air service for a period for more than 180 days and was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty was performed: (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other location.

Special Disabled Veteran: i) 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 Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) a person who was discharged or released from active duty because of a service-connected disability.

Other Protected Veteran: Veterans 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 – see <http://www.opm.gov/veterans/html/vgmedal2.htm>.

Newly Separated Veteran: A veteran who served on active duty in the U.S. military, ground, naval or air service, and was discharged or released therefrom, within the last 12 months.

Affirmative Action Program for Vietnam Era Veterans and Special Disabled Veterans:

If you are veteran of the Vietnam era or a special disabled veteran, we would like to include you under CSUEB's affirmative action program. If you would like to be included under CSUEB's affirmative action program, please tell us. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. This information will assist us in placing you in an appropriate position and in making accommodations for your disability.

- Yes, I'd like to be considered
- No, I would not like to be considered at this time

Referral source (check one):

- Affirmative Action Register
- Black Issues in Higher Education
- Chronicle of Higher Education
- CSUEB employee
- CSU employment website
- CSUEB employment website
- Employment Development Department
- Hispanic Outlook in Higher Education
- National Business & Disability Council
- Oakland Tribune
- Posting in my home department
- Professional Conference Contact
- Professional Journal
- Professional Minority Publication
- Professional Minority Website
- Professional Website
- Saludos
- San Francisco Chronicle
- San Jose Mercury News
- Other Bay Area Newspaper
- Taonline.com
- Website of college at CSUEB
- Website of department at CSUEB
- WoamanandMinorities.com
- A colleague/professor called the opening to my attn.
- Indiv. Invitation to apply (printed)
- Personal invitation (phone)
- Personal invitation (e-mail)

Other _____

Return this page directly to California State University, East Bay, HUMAN RESOURCES, 25800 Carlos Bee Boulevard, UA 4822. Hayward, CA 94542-9988. To maintain confidentiality, please return this form separate from the application.

**CALIFORNIA STATE
UNIVERSITY, EAST BAY
PRE-EMPLOYMENT
INVITATION
TO SELF-IDENTIFY
FOR FACULTY**

FOLD



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES

BUSINESS REPLY MAIL
FIRST CLASS MAIL PERMIT NO. 1430 HAYWARD, CA

POSTAGE WILL BE PAID BY ADDRESSEE

California State University, East Bay
HUMAN RESOURCES - HRS DATA MANAGEMENT UNIT
25800 Carlos Bee Boulevard SA 2600
Hayward, CA 94542-9988



FOLD

PLEASE DO NOT STAPLE - USE TAPE