AFFIRMATIVE ACTION APPLICANT DATA CARD

Return to: Dept. Address _____

Name _____
Last First & Middle Initial

Date _____ Sex: male ____ female ____ Position applied for _____

The University's commitment to equal opportunity, nondiscrimination, and affirmative action is realized through its Affirmative Action Compliance Plan. This Plan and legal* responsibilities to equal employment opportunity require periodic reports of job applicants by race/ethnic categories, sex, disability/handicap, and veteran status. This information is voluntary and will be kept confidential. PLEASE CHECK THE APPLICABLE CATEGORIES (see below) IN **A** AND **B** BELOW:

A. ☐ American Indian or Alaskan Native ☐ Asian or Pacific Islander
☐ Black (Non-Hispanic) ☐ Hispanic ☐ White (Non-Hispanic)

B. ☐ Disabled or Vietnam-Era Veteran ☐ Disabled/Handicapped ☐ Neither (As related to Section B)

Signature _____

The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. It is the policy of the University to maintain an academic and work environment free of discrimination, including harassment. The Pennsylvania State University prohibits discrimination and harassment against any person because of age, ancestry, color, disability or handicap, national origin, race, religious creed, sex, sexual orientation, gender identity, or veteran status. Discrimination or harassment against faculty, staff or students will not be tolerated at The Pennsylvania State University. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Director, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-2801, Tel (814) 863-0471 V/TTY.

*** LAWS AND REGULATIONS**: Civil Rights Act of 1964; Equal Pay Act; Age Discrimination Act; Rehabilitation Act; Education Amendments; Vietnam Veterans Readjustment Act; Executive Order 11246; The Pennsylvania Human Relations Act; the Americans with Disabilities Act (ADA). The categories are defined as follows:

A. **American Indian or Alaskan Native:** All persons having origins in any of the original peoples of North America and who maintain a cultural identification through tribal affiliation or community recognition.

Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. The areas include, for example, China, Japan, Korea, India, the Philippine Islands, and Samoa.

Black (not of Hispanic Origin): All persons having origins in any of the black racial groups of Africa.

Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

White (not of Hispanic Origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. NOTE: Members of groups who are not U.S. Citizens or permanent residents of this country, are not considered American minorities. (They may, however, still be protected by laws prohibiting discrimination based on national origin.)

B. **Disabled or Vietnam Era Veteran:** Persons who qualify as (1) disabled veterans if they have a 30 percent or more disability or were discharged or released from active duty because of a service-connected disability, or (2) any part of whose active military service was during the Vietnam era.

Disabled Individual: Any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.

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