

Invitation to Self Identify

The university will appreciate your completing this form for affirmative action auditing and reporting purposes. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The form will be kept confidential and will be maintained separately from your employment application or, if you accept an offer of employment with the university, from your personnel file. If you have questions, please contact the university's Affirmative Action Officer by calling (253) 879-3991.

This employer is a Government contractor subject to section 503 of the Rehabilitation Act of 1973, as amended, which requires Government contractors to take affirmative action to employ and advance in employment qualified individuals with disabilities. It is also covered by the Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA) which prohibits discrimination against "disabled veterans" or "Vietnam era veterans." See definitions below. If you have a disability and would like to be considered under the 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. Information you submit about your disability will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by OFCCP or the Americans with Disabilities Act, may be informed. The information provided will be used in accordance with section 503 of the Rehabilitation Act and VEVRAA.

Name _____ Date: _____

Disabled: Person who (a) has a physical, mental or sensory impairment which substantially limits one or more of such person's major life activities, (b) has a record of such an impairment or (c) is regarded as having such an impairment. Are you disabled?

No Yes

Disabled Veteran: Person entitled to disability compensation under laws administered by the Veterans' Administration for disability rated at 30% or more, or persons whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty. Are you a disabled veteran? No Yes

If you are an individual with a disability, we would like to include you under the affirmative action program. It would assist us if you tell us about any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability.

Please identify any reasonable accommodations which we could make which would enable you to perform safely the essential functions of the job you have been offered, including special equipment, changes in the physical layout of the job, elimination of certain nonessential functions, provision of personal assistance, services, or other accommodations. If you prefer to discuss in person please contact the Affirmative Action Officer (253) 879-3991.

Veteran of the Vietnam Era: Person (1) who served on active duty for a period of more than 180 days, any part of which occurred between February 28, 1961, and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (2) was discharged or released from active duty for a service-connected disability if any part of such duty was performed between February 28, 1961, and May 7, 1975. Are you a veteran of the Vietnam Era? No Yes