Voluntary Employee Self-Identification

The Federal government regulations require USF to gather and maintain demographic information on all new employees by Ethnicity and Race. USF gathers veteran and disability information that require accommodation for your employment. Please help us by completing this form. Your response, although voluntary, is helpful for us to comply with Federal regulations. This information is kept confidential, and when reported, data will not identify any specific individual. This data will in no way affect your employment at USF.

Ethnicity: Are you Hispanic or Latino?   No   Yes
If yes, please further identify.   Cuban   Spaniard
   Mexican   Central American
   Puerto Rican   South American
   Other Spanish Culture/Origin

Race:   In addition, please select all racial categories that apply to you.

   American Indian/Alaskan Native
   - American Indian
   - Cherokee
   - Chippewa
   - Choctaw
   - Navajo
   - Sioux
   - Canadian Aborigine
   - Alaska Native
   - Central American Aborigine or First Nation
   - South American or First Nation
   - Other American Indian or Alaskan Native

   Asian
   - Chinese
   - Filipino
   - Indian
   - Japanese
   - Other Asian
   - Korean
   - Pakistani
   - Vietnamese

   Black or African American
   - African
   - African American
   - Black
   - Caribbean
   - Other Black or African American

   Native Hawaiian/Other Pacific Islander
   - Australian Aborigine
   - Guamanian
   - Hawaiian
   - Other Pacific Islander (Except Filipinos)
   - New Zealand Maori
   - Samoan

   White
   - European
   - Western European
   - Middle Eastern
   - Northern European
   - North African
   - Eastern European
   - Other White
   - Southern European

Veteran status: Are you a veteran?   No   Yes
If yes, please further identify.   Disabled Veteran
   Other Protected Veteran
   Armed Forces Service Medal Veteran
   Recently Separated Veteran. Please indicate Separation Date ____________________________

Disability status:   Individual with a disability which requires an accommodation to perform essential job functions

Employee Name (print please)  Job Title  Year Hired
Federal Government Definitions

Ethnicity/Race definitions:

- American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.
- Asian - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- Black - All persons having origins in any of the Black racial groups of Africa.
- Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- Native Hawaiian/Other Pacific Islander -- All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Disability definition:

- Someone who (1) has a physical or mental impairment that substantially limits one or more “major life activities,” (2) has a record of such impairment, or (3) is regarded as having such impairment.