



THE COMMONWEALTH OF MASSACHUSETTS  
 APPLICANT  
 AFFIRMATIVE ACTION (Self-Identification) DATA RECORD

***VOLUNTARY & CONFIDENTIAL***

The Commonwealth of Massachusetts is committed in spirit as well as in action, to be an Employer of Choice. It is our policy to guarantee equal opportunities for all qualified persons without regard to their age, race, creed, color, national origin, ancestry, marital status, gender, gender identity, gender expression, military status, sexual orientation, or disability, which can reasonably be accommodated. Further the Commonwealth will act in good faith, to affirmatively recruit, and consider for promotion individuals in protected categories.

The completion of this form is **voluntary**, but we do hope that you will choose to fill it out. If you choose to volunteer the requested information, please submit this **form to the Diversity Officer / ADA Coordinator listed on the job posting**. The requested information will be used to assist us in determining whether our recruitment efforts are reaching a diverse pool of qualified applicants. Your information will be treated in a highly confidential manner.

*Important: Please note that inclusion or exclusion of any affirmative action data will not jeopardize or adversely affect any employment decision.*

Full Name:	Date:
Full Address:	
Telephone Number:	
Posting ID Number/Agency (REQUIRED)	
Posting ID:	Agency:
Check one: <input type="checkbox"/> Male <input type="checkbox"/> Female	
<b>Check if the following is applicable:</b>	
<input type="checkbox"/> <b><u>Vietnam Era Veteran</u></b> *	
<i>(Ninety (90) days of active-duty service, any part of which occurred between August 5, 1964 and May 7, 1975)</i>	
* In order to qualify for Affirmative Action Status as a Vietnam Era Veteran (VEV), you must apply for certification of eligibility, which the Office of Diversity and Equal Opportunity (ODEO) issues to eligible applicants. Please contact Betzaida Herrera, VEV Coordinator, (ODEO), <a href="mailto:betzaida.herrera@massmail.state.ma.us">betzaida.herrera@massmail.state.ma.us</a> , or (617) 727-7441. Your participation in this program is voluntary and any information you provide will remain confidential.	
<input type="checkbox"/> <b><u>Protected Veteran Status</u></b> **	
** <i>Protected Veteran Status</i> applies to the following: disabled veterans, veterans who have been separated from the military within the past three years (recently separated veterans), veterans who received an Armed Forces service medal while on active duty, and veterans who served in active duty during a war or in a campaign or expedition for which a campaign badge was authorized.	

**Select one or more:**

- White** - a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American** - a person having origins in any of the black racial groups of Africa
- Hispanic** - a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race
- 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.
- Native American (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.
- Native Hawaiian/Pacific Islander** - a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.