



**VOLUNTARY
EQUAL OPPORTUNITY DATA RECORD**

BOCES is an equal opportunity employer. Qualified applicants and employees are treated without regard to race, color, religion, sex, national origin, age, marital status, veteran status, or unrelated medical conditions or disability.

As an equal opportunity employer, **BOCES** complies with all relevant government regulations and affirmative action responsibilities. Solely to help us with equal opportunity recordkeeping, reporting and other legal requirements, please fill out this **Data Record**. Submission of this information is voluntary.

This information will not be used as selection criteria and will be treated as confidential. This information will be kept separate from your employment application.

Date: ____/____/____

Check One:

Check One Only: (If you belong to more than one group, select the one that is most appropriate.)

____ **Male**

____ **White (not of Hispanic origin)**

____ **Female**

____ **Black or African American**

____ **Asian**

____ **Native Hawaiian or other Pacific Islander**

____ **American Indian/Alaska Native**

____ **Hispanic or Latino**

____ **Two or more races**

Check if any of the following are applicable:

____ **Vietnam era Veteran**

____ **Disabled individual**

____ **Disabled Veteran**

For the position you are applying for, are there any reasonable accommodations we could make which would enable you to perform the job properly and safely? ____ YES/____NO. If yes, please explain:

DISABLED VETERAN

The term “special disabled veteran” means (1) a veteran who is entitled to compensation under laws administered by the Veterans’ Administration for a disability rated at 30 percent or more, or (2) a person who was discharged or released from active duty because of a service connected disability.

VETERAN OF THE VIETNAM ERA

The term “veteran of the Vietnam era” means an “eligible veteran” any part of whose active military, naval or air service was during the “Vietnam Era”. The term “eligible veteran” means a person who (1) served on active duty for a period of more than 180 days and was discharged, or (2) was discharged or released from active duty because of a service connected disability. The term “Vietnam Era”, according to regulations promulgated by OFCCP, appears to encompass the period between August 5, 1964 and May 7, 1975.

DISABLED INDIVIDUALS

The term “disabled individual” means 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. A disability is “substantially limiting” if it is likely to cause difficulty in securing, retaining or advancing in employment.