



Invitation to Self Identify for Protected Veterans and Individuals with Disabilities

The University of Alabama at Birmingham is a federal 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; and Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act as amended by the Jobs for Veterans Act of 2002, which requires government contractors to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans and other protected veterans.

As a federal contractor, the institution is required to monitor and periodically report to the government, the number of employees who have a disability or are protected veterans. If you are an individual with a disability, disabled veteran or other protected veteran, please inform us by completing and submitting or returning this form to the Director of HR Compliance. You may complete this form now or at any time during your employment with UAB.

Submission of this information is voluntary, and refusal to provide it will **not** subject you to any adverse treatment. This information is kept strictly confidential and used only in conformity with federal reporting and record keeping requirements.

This form may also be accessed and electronically submitted at www.uab.edu/eeoselfid. For more information about the UAB's Affirmative Action Program, call 205-975-8935 or please visit http://www.hrm.uab.edu/main/aa_eo/index.html.

Part I - Personal Identification

Full Name: _____ Employee #: _____ SSN Last 4 Digits: _____

Department: _____ Job Title: _____

Email: _____ Date: _____

Part II - (Voluntary - Check ALL that apply)

An Individual with a Disability

An "individual with a disability" is defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activities, (2) has a record of such impairment, or (3) is regarded as having such impairment.

Armed Forces Service Medal Veteran

This term means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

For information regarding campaigns and expeditions go to <http://www.opm.gov/staffingportal/vgmedal2.asp>

Disabled Veteran

This term means (1) a veteran of the U.S. military, ground naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veteran Affairs or (2) who was discharged or released from active duty because of a service connected disability.

Recently Separated Veteran

This term means a veteran who served on active duty in the U.S. military, ground, naval or air service, no more than three (3) years prior to the completion of this form.

****If you are a Recently Separated Veteran, please provide date of discharge: _____ / _____ / _____**

Other Protected Veterans

This term means a person who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under laws administered by the Department of Defense.

For information regarding campaigns and expeditions go to <http://www.opm.gov/staffingportal/vgmedal2.asp>