

Voluntary Self-Disclosure of Veteran Status

Invitation to Employees and Post-Offer Applicants:

If now, or at some point in the future, you would like to be considered under the Roswell Park Cancer Institute Division of Health Research Inc. (HRI) affirmative action program for disabled veterans, recently separated veterans, Armed Forces service medal veterans or other protected veterans, you are invited to tell us. This affirmative action program is maintained in compliance with Section 4212 of the Vietnam Era Veteran’s Readjustment Assistance Act of 1974, Section 7 of the Veterans Employment Opportunities Act of 1998, Section 322 of the Veterans Benefits and Health Care Improvement Act of 2000, and Section 2(b)(1) of The Jobs for Veterans Act of 2002 which require federal government contractors to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans, Armed Forces service medal veterans or other protected veterans.

The United States Government requires us to maintain information on veterans. To help us comply with this requirement, we encourage you to provide us with the following self-identification information. However, submission of this information is voluntary, and refusal to provide it will not subject you to discharge, disciplinary or other adverse treatment. If you do submit this information, it will be kept separate from your personnel records.

This information shall be kept confidential, except that (1) supervisors and managers may be informed regarding any restrictions in the work or duties and any necessary job accommodations, (2) safety and health personnel may be informed, when and to the extent necessary, if the condition might require emergency treatment, and (3) government officials investigating compliance with these Acts shall be informed.

If you choose to respond to this request, please choose one or more of the following categories from the list below, and return this form to us as soon as possible.

Name	Date
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Please see page 2 for category definitions.

- I am not a Veteran. (N)
- I am a Disabled Veteran. (2)
- I am a Recently Separated Veteran. *Date of Separation:* _____ (8)
- I am an Armed Forces Service Medal Veteran. (I)
- I am an Other Protected Veteran. (7)
- I do not wish to self-identify. (X)



Disabled Veteran. - (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 Veterans Affairs, or (2) a person who was discharged or released from active duty because of a service-connected disability. (2)

Recently Separated Veteran. – Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service. (8)

Armed Forces Service Medal Veteran. – Any 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. (1)

Other Protected Veteran. – A veteran 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 the laws administered by the Department of Defense. (7)