

# VOLUNTARY SELF-DISCLOSURE OF GENDER & RACE/ETHNICITY

**COMPLETING THIS FORM IS VOLUNTARY AND IS NOT A REQUIREMENT FOR EMPLOYMENT.**

Roswell Park Cancer Institute Corporation/Health Research Incorporated Roswell Park Division believes that all persons are entitled to equal employment opportunities, and we do not discriminate against our employees, applicants, or job seekers because of their race, color, gender, religion, national origin, disability, veteran status, age, marital status, sexual orientation, genetic information or any other protected group status as defined by law.

We are subject to certain governmental recordkeeping and reporting requirements, including for the administration of civil rights laws and regulations. In order to comply with these laws, we invite you to voluntarily self-identify your race, ethnicity, and gender. Submission of this information is voluntary, and refusal to provide it will not influence our screening or hiring decisions and will not subject you to discharge, disciplinary or other adverse treatment. The information obtained will be kept confidential and separate from your application and/or personnel records and will only be used in accordance with the provisions of applicable laws, executive orders, and regulations.

Please complete the self-identification form below, which includes the option to choose not to self-identify, and return it to us as soon as possible.

**YOUR NAME (PRINT):**

\_\_\_\_\_  
**LAST**

\_\_\_\_\_  
**FIRST**

\_\_\_\_\_  
**MIDDLE  
INITIAL**

\_\_\_\_\_  
**EMPLOYEE ID (CURRENT EMPLOYEES ONLY)**

\_\_\_\_\_  
**DATE**

**YOUR GENDER (CHOOSE ONE):**

- Female
- Male
- I choose not to self-identify

**YOUR RACE/ETHNICITY (CHOOSE ONE):**

- Hispanic or Latino
- White (Not Hispanic or Latino)
- Black or African American (Not Hispanic or Latino)
- Asian (Not Hispanic or Latino)
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)
- American Indian or Alaska Native (Not Hispanic or Latino)
- Two or More Races (Not Hispanic or Latino)
- I choose not to self-identify

**RACE/ETHNIC DEFINITIONS:**

**Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race

**White (Not Hispanic or Latino):** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa

**Black or African American (Not Hispanic or Latino):** A person having origins in any of the black racial groups of Africa

**Asian (Not Hispanic or Latino):** 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 Hawaiian or Other Pacific Islander (Not Hispanic or Latino):** A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands

**American Indian or Alaska Native (Not Hispanic or Latino):** A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment

**Two or More Races (Not Hispanic or Latino):** Persons who identify with two or more race/ethnic categories named above