

Voluntary Self-Identification Form

smartdept.inc. is subject to certain reporting requirements to aid in the administration of civil rights laws and regulations, including laws applicable to government contractors. To help us comply with these laws, we are inviting you to voluntarily self-identify your race or ethnicity on the enclosed form. Please note that the self-identification process is completely voluntary and you will not be subject to any adverse treatment should you choose not to participate. Any information you may provide will be treated as confidential and will only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify a specific individual.

Employee Name _____
Employee Signature _____ Date ____/____/____

I understand the reason for this request for voluntary self-identification as stated above and choose to decline.

or

I understand the reason for this request for voluntary self-identification as stated above and have opted to complete this form.

Gender Male Female

Race/Ethnicity

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

Yes No

If you answered no to the question above, please select the appropriate designation below:

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.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

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.

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

Two or More Races (Not Hispanic or Latino) – All persons who identify with more than one of the above five races.

If you have any questions regarding this form, please contact Michelle Pairitz at 312-284-1350.