

INVITATION TO IDENTIFY

The University of Utah is required to implement affirmative action procedures in its employment practices. Federal contractors also are required to report annually on the inclusion of veterans from the three groups, as listed below, in their current workforce and in their new hires. Current and prospective employees are requested to provide this information so that the employing organization can comply with these important federal mandates. Provision of the information requested below is voluntary and will be kept confidential by the University of Utah. Disclosure or refusal to provide the information will not subject the employee or applicant to any adverse treatment and the information will be used only to support federal reporting requirements.

Please return this form, using campus mail, to the address noted on the reverse side. If you do not wish to disclose your information, please print your name, sign the form, and return to our office. Thank you.

Name: Last/First: _____ Employee ID # _____

I choose not to disclose my gender, race and / or ethnicity.

Signature of employee

Gender: _____ Female _____ Male

Race: _____ Caucasian / White _____ Asian _____ Black / African American

_____ Pacific Islander / Native Hawaiian _____ American Indian / Alaskan Native

Multi-racial (specify) _____ Other: _____

Ethnicity: _____ Hispanic / Latino(a) _____ Non-Hispanic (specify)

() Special Disabled Veteran (Please check if either or both categories apply to you.)

- (A) a veteran 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 Department of Veteran Affairs for a disability (a) rated at 30 percent or more, or (b) rate at 10 or 20 percent in the case of a veteran who has been determined under Section 1506 to Title 38, U.S.C. to have a serious employment handicap; or
- (B) a veteran who was discharged or released from active duty because of a service-connected disability.

() Veteran of the Vietnam Era (Please check if either or both categories apply to you.)

- (A) a veteran who served on active duty for a period of more than 180 days, and was discharged or released with other than a dishonorable discharge, if any part of such active duty occurred: (i) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (ii) between August 5, 1964 and May 7, 1975 in all other cases; or
- (B) a veteran who was discharged or released from active duty for a service connected disability if any part of such active duty was performed; (i) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (ii) between August 5, 1964 and May 7, 1975 in all other cases.

() Other Veterans (Please check if either or both categories apply to you.)

- (A) a veteran with active duty service at any point between December 7, 1941 and April 28, 1952; or
- (B) a veteran who served on active duty in a campaign or expedition for which a campaign badge has been authorized. The campaigns or expeditions that meet this criterion as of March 23, 2005 are identified on the back of this document. New campaigns and expeditions can be added from time to time. A veteran qualifies under this criterion ONLY based upon military service IN the identified campaign or expedition and NOT based on any military service during the time of the campaign or expedition. The campaign badges, service medals and expeditionary medals that qualify under this criterion will be listed on the veteran's Armed Forces of the U.S. Report of Transfer or Discharge, commonly known as the "DD-214 Form," if the veteran meets this criteria.

Campaigns and Expeditions Which Qualify For Veterans' Preference

Campaign or Expedition and Inclusive Dates

Armed Forces Expeditionary Medal (AFEM)-A veteran's DD Form 214 showing the award of any Armed Forces Expeditionary Medal is acceptable proof. The DD Form 214 does not have to show the name of the theater or country of service for which that medal was awarded.

Afghanistan (Opr. Enduring Freedom; Opr. Iraqi Freedom) (OEF Sept 11, 2001 - present; OIF Mar 19, 2003 - present)	Kosovo (3/24/99-present)
Berlin (8/14/61-6/1/63)	Laos (4/19/61-10/7/62)
Bosnia (Opr. Joint Endeavor, Joint Guard, and Joint Forge) (11/20/95-12/20/96; 12/20/96-6/20/98; 6/21/98-present)	Lebanon (7/1/58-11/1/58; 6/1/83-12/1/87)
Cambodia (3/26/73-8/15/73)	Mayaguez Opr. (5/15/75)
Cambodia Evacuation (Opr. Eagle Pull) (3/11-13/75)	Oprs. in the Libyan Area (Opr. Eldorado Canyon) (4/12-17/86)
Congo (7/14/60-9/1/62; 11/23-27/64)	Panama (Opr. Just Cause) (12/20/89-1/31/90)
Cuba (10/24/62-6/1/63)	Persian Gulf Opr. (Opr. Earnest Will) (7/24/87-8/1/90)
Dominican Republic (4/28/65-9/21/62)	Persian Gulf Opr. (Opr. Southern Watch) (12/1/95-present)
El Salvador (1/1/81-2/1/92)	Persian Gulf Opr. (Opr. Vigilant Sentinel) (12/1/95-2/1/97)
Global War on Terror (Sept 11, 2001 – present)	Persian Gulf Opr. (Opr. Desert Thunder) (11/11/98-12/22/98)
Grenada (Opr. Urgent Fury) (10/23/83-11/21/83)	Persian Gulf Opr. (Opr. Desert Fox) (12/16/98-12/22/98)
Haiti (Opr. Uphold Democracy) (9/16/94-3/13/95)	Persian Gulf Intercept Opr. (12/1/95-present)
Iraq (Opr. Northern Watch) (1/1/97-present) (Opr. Desert Spring) (12/31/98-12/31/02) (Opr. Enduring Freedom) (Sept 11, 2001 – present) (Opr. Iraqi Freedom) (Mar 19, 2003 – present)	Quemoy and Matsu Islands (8/23/58-6/1/63)
Korea (10/1/66-6/30/74)	Somalia (Ops. Restore Hope and United Shield) (12/5/92-3/31/95)
	Taiwan Straits (8/23/58-1/1/59)
	Thailand (5/16/62-8/10/62)
	Vietnam Evacuation (Opr. Frequent Wind) (4/29-30/75)
	Vietnam (including Thailand) (7/1/58-7/3/65)

Navy Expeditionary Medal and Marine Corps Medal for these Operations

Cuba (1/3/61-10/23/62)	Libyan Area (1/20/86-6/27/86)
Indian Ocean/Iran (11/21/79-10/20/81)	Panama (4/1/80-12/19/86; 2/1/90-6/13/90)
Iranian/Yemen/Indian Ocean (12/8/78-6/6/79)	Persian Gulf (2/1/87-7/23/87)
Lebanon (8/20/82-5/31/83)	Rwanda (Opr. Distant Runner) (4/7-18/94)
Liberia (Opr. Sharp Edge) (8/5/90-2/21/91)	Thailand (5/16/62-8/10/62)

Other Campaign and Service Medals Qualifying for Preference

Army Occupation of Austria (5/9/45-7/27/55)	Kosovo Campaign Medal (KCM) Opr. Task Force Hunter (4/1/99-11/1/99)
Army Occupation of Berlin (5/9/45-10/2/90)	Navy Occupation of Austria (5/8/45-10/25/55)
Army Occupation of Germany (Exclusive of Berlin) (5/9/45-5/5/55)	Navy Occupation of Trieste (5/8/45-10/25/54)
Army Occupation of Japan (9/3/45-3/27/52)	Southwest Asia Service Medal (SWASM) (8/2/90-1/30/95) (Opr. Desert Shield/Desert Storm)
Chinese Service Medal (Extended) (9/2/45-4/1/57)	Units of the Sixth Fleet (Navy) (5/9/45-10/25/55)
Korean Service (6/27/50-7/27/54)	Vietnam Service Medal (VSM) 7/4/66-3/28/73)
Kosovo Campaign Medal (KCM) Opr. Allied Force (3/24/99-6/10/99)	Rwanda (Opr. Distant Runner) 4/7-18/94)
Kosovo Campaign Medal (KCM) Opr. Joint Guardian (6/11/99-TBD)	Thailand (5/15/62-8/10/62)
Kosovo Campaign Medal (KCM) Opr. Allied Harbor (4/4/99-9/1/99)	
Kosovo Campaign Medal (KCM) Opr. Sustain Hope/Shining Hope) (4/4/99-7/10/99)	
Kosovo Campaign Medal (KCM) Opr. Noble Anvil (3/24/99-7/20/99)	
Kosovo Campaign Medal (KCM) Opr. Task Force Hawk (4/5/99-6/24/99)	
Kosovo Campaign Medal (KCM) Opr. Task Force Saber (3/31/99-7/8/99)	
Kosovo Campaign Medal (KCM) Opr. Task Force Falcon (6/11/99-TBD)	

Please Fax to the Office of Equal Opportunity and Affirmative Action at:
585-5746

Or return through Campus Mail to:
Office of Equal Opportunity & Affirmative Action
135 Park Building

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