

# VOLUNTARY AFFIRMATIVE ACTION INFORMATION

## COMPLETION OF THE FOLLOWING INFORMATION IS VOLUNTARY.

The Delaware Valley Regional Planning Commission in compliance with federal, state, and local law collects and maintains this information for research and statistical purposes.

**THIS FORM WILL BE FILED SEPARATELY FROM YOUR APPLICATION AND WILL NOT BE USED IN ANY WAY IN THE EMPLOYMENT PROCESS.**

Your cooperation is appreciated.

DATE \_\_\_\_ / \_\_\_\_ / \_\_\_\_\_

POSITION(S) APPLIED FOR \_\_\_\_\_

LAST NAME \_\_\_\_\_

FIRST NAME \_\_\_\_\_

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

BIRTH DATE \_\_\_\_ / \_\_\_\_ / \_\_\_\_\_

### SEX (PLEASE CHECK)

FEMALE  MALE  NON-BINARY

DISABLED (PLEASE CHECK)  YES  NO

Disabled is defined in the Americans with Disabilities Act as having a physical or mental impairment that substantially limits one or more of the major life activities.

## REFERRAL SOURCE (PLEASE CHECK)

- DVRPC WEBSITE
- JOB POSTING \_\_\_\_\_
- EMPLOYEE \_\_\_\_\_
- SCHOOL \_\_\_\_\_
- GOVERNMENT EMPLOYMENT AGENCY
- OTHER \_\_\_\_\_

## PLEASE CHECK THE FOLLOWING RACE/ETHNIC GROUP

- HISPANIC OR LATINO
- WHITE (NOT HISPANIC OR LATINO)
- BLACK OR AFRICAN AMERICAN (NOT HISPANIC OR LATINO)
- NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NOT HISPANIC OR LATINO)
- ASIAN (NOT HISPANIC OR LATINO)
- AMERICAN INDIAN OR ALASKA NATIVE (NOT HISPANIC OR LATINO)
- TWO OR MORE RACES (NOT HISPANIC OR LATINO)

## ETHNIC BACKGROUND DESCRIPTIONS

**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.

**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.

**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 and South America (including Central America), and who maintain tribal affiliation or community attachment.

**TWO or MORE RACES (NOT HISPANIC OR LATINO)** - All persons who identify with more than one of the above five races.