

INVITATION TO SELF IDENTIFY: PROTECTED VETERAN STATUS

West Virginia University is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"), as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212. The equal opportunity clause of VEVRAA requires government contractors to take affirmative action to employ and advance in employment "Protected Veterans". A government contractor's affirmative action obligations also include: (i) maintaining a written Affirmative Action Program; (ii) extending an invitation to applicants for employment to identify their veteran status; (iii) engaging in other outreach to, and positive recruitment efforts of, veterans; and (iv) measuring the effectiveness of the outreach.

Protected Veterans are defined by the government to include the following classifications:

Disabled veteran is: (i) veteran of the U.S. military, ground, naval or air force 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 (ii) a person who was discharged or released from active duty because of a service-connected disability.

Recently separated veteran means 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.

Active duty wartime or campaign badge veteran means 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.

Armed Forces service medal veteran means a 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.

If you believe that you belong to any of the classifications of Protected Veteran listed above, it would assist our affirmative action efforts if you would please indicate by checking the appropriate boxes below.

Please note:

The submission is voluntary. The refusal to provide it will not subject you to any adverse treatment. The information provided will be kept confidential, and will be used only in ways that are not inconsistent with VEVRAA, such as (i) informing supervisors and managers of restrictions on the work or duties of a disabled veterans, and regarding necessary accommodations; (ii) informing first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) informing government officials engaged in enforcing VEVRAA, or enforcing the Americans with Disabilities Act.

- ☐ I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE
- ☐ I AM NOT A PROTECTED VETERAN

Name (printed) _____ Date _____

Signature _____