

Home Office: 25 East High Street  
PO Box 190  
Waynesburg, PA 15370  
724-627-6116



Other Offices Located at  
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## VOLUNTARY SELF-IDENTIFICATION

As an Equal Opportunity Employer, First Federal Savings & Loan Association considers applicants for positions without regard to race, color, religion, sex, national origin, age, physical or mental disability, military or veteran status, genetic information or any other category protected by applicable federal, state, or local laws.

Completion of this Voluntary Self-Identification form is voluntary and will have no bearing on your application for employment. Responses should be mailed separate from the employment application in the self-addressed envelope provided. The information provided will remain strictly confidential, will be filed separately from the employment application, and will not be used in any manner inconsistent with equal employment practices. Refusal to provide this information will have no bearing on your application and will not be subject to adverse action.

### Section 1: General Applicant Information (Please Print)

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Position Applied For: \_\_\_\_\_

### Section 2: Please check all that apply (see reverse for definitions)

RACE OR ETHNIC IDENTITY	GENDER	VETERAN STATUS
<input type="checkbox"/> Hispanic or Latino	<input type="checkbox"/> Male	<input type="checkbox"/> Protected Veteran
<input type="checkbox"/> White (not Hispanic or Latino)	<input type="checkbox"/> Female	<input type="checkbox"/> Not a Protected Veteran
<input type="checkbox"/> Black or African American (not Hispanic or Latino)		
<input type="checkbox"/> Native Hawaiian or Pacific Islander (not Hispanic or Latino)		
<input type="checkbox"/> Asian (not Hispanic or Latino)		
<input type="checkbox"/> American Indian or Alaskan Native (not Hispanic or Latino)		
<input type="checkbox"/> Two or More Races (not Hispanic or Latino)		

I do not wish to Self-Identify

Signature: \_\_\_\_\_

## DEFINITIONS

### ***Race or Ethnic Identity***

***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.

### ***Protected Veteran***

Defined as a veteran who is protected under the nondiscrimination and affirmative action provisions of the Vietnam Veterans' Readjustment Assistance Act, 38 U.S.C.4212; specifically a veteran who may be classified as an active duty wartime or campaign badge veteran, disabled veteran, Armed Forces service medal veteran, or recently separated veteran.

- 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 any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a US military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209, 3 CFR, 1996 Comp.,p. 159).
- Disabled Veteran- means (1) A veteran of the U.S. military ground, naval or air service 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 (2) A person who was discharged or released from active duty because of a service-connected disability.
- Recently Separated Veteran -means a 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.