

ARROWHEAD REGIONAL DEVELOPMENT COMMISSION

APPLICANT DATA RECORD

To All Applicants:

The information requested in the following questions will be used for the purpose of providing statistics and monitoring the success of ARDC's Affirmative Action Plan. We would appreciate your assistance in our efforts to ensure equal employment opportunity by answering the appropriate questions listed below. You are not obligated to complete this form, and any information you do provide voluntarily will be treated confidentially. This form will be separated from the application before the application is reviewed and kept in a separate confidential file. Failure to provide this information will not jeopardize or adversely affect your consideration for employment. This information will not be used for or have any effect on any hiring decisions. Providing this information is strictly voluntary.

Position for which applying: _____

City and State in which you reside: _____

1. Sex: Male Female

2. Race/Ethnic Group (check one):

White: Persons having origins in any of the original peoples of Europe, No. Africa, or the Middle East (not of Hispanic origin)

African American: Persons having origins in any of the Black racial groups of Africa (not of Hispanic origin)

Asian or Pacific Islander: Persons having origins in any of the Far East, SE Asia, the India subcontinent, or the Pacific Islands (China, Japan, Korea, Philippine Islands, Samoa).

American Indian or Alaskan Native: Persons having origins in any of the original peoples of No. America and maintaining cultural identification through tribal affiliation or community recognition.

Hispanic: Persons of Mexican, Puerto Rico, Cuban, Central or So. American or other Spanish culture or origin, regardless of race.

3. Do you have a disability? Yes No (Refer to next page for a definition of disability)

4. If you wish to identify your veteran status, please check appropriate box: (Refer to next page for definitions of veteran status)

Disabled Veteran Vietnam Era Veteran Other Eligible Veteran

Definition of Disability

Under the Americans with Disabilities Act of 1990, an individual is classified as disabled (42 USC 12102 [2]) if he or she:

- Has a physical or mental impairment, the impairment substantially limits one or more of the individual's major activities in life;
- Has a record or history of such an impairment; or
- Is perceived as having such an impairment.

To be considered disabled, an individual must have a record of, or be regarded as having, a substantial, as opposed to a minor, impairment. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, caring for oneself, learning or working.

Definitions of Veteran

- **Vietnam Era Veteran** - A person who: (1) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, and was discharged or released there from with other than a dishonorable discharge; or (2) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964, and May 7, 1975.
- **Disabled Veteran** – A person entitled to a disability compensation under laws administered by the Veterans Administration for disability rated at 30% or more, or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty.
- **Other Eligible Veterans** – A person who (1) served in a war, which includes any individual who provided active duty service between 12/7/41 and 4/28/52, or (2) served in a campaign or an expedition for which a campaign badge, a service medal, or an expeditionary medal has been awarded.



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