

## Voluntary Invitation to Self-Identify- Sex, Ethnicity, Race

Gustavus Adolphus College is subject to Executive Order 11246, as amended, which requires federal employers to take affirmative action and provide equal employment opportunity to employees, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. We are requesting self-identification information, as information gathered through this voluntary self-identification form is used periodically with various government agencies for statistical reporting and to measure the effectiveness of our affirmative action and equal employment opportunity outreach efforts.

Submission of this information is voluntary and will be kept confidential. Refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with federal affirmative action regulations. Human Resources is the only office that will view this information.

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

Position: \_\_\_\_\_

**SEX:**      ☐ MALE      ☐ FEMALE      ☐ I CHOOSE NOT TO SELF-IDENTIFY

**ETHNICITY:** Are you Hispanic or Latino?—A person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin regardless of race.

☐ YES      ☐ NO      ☐ I CHOOSE NOT TO SELF-IDENTIFY

**RACE:**

- ☐ BLACK or AFRICAN AMERICAN (not Hispanic or Latino) – A person having origins in any of the black racial groups of Africa.
- ☐ WHITE (not Hispanic or Latino) -- A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- ☐ ASIAN (not Hispanic or Latino) – A person having origins in any of the original peoples of 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/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.
- ☐ NATIVE HAWAIIAN or PACIFIC ISLANDER (not Hispanic or Latino) – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ☐ TWO or MORE RACES (not Hispanic or Latino) – All persons who identify with more than one of the above five races
- ☐ I CHOOSE NOT TO SELF-IDENTIFY