



VOLUNTARY SELF-IDENTIFICATION OF GENDER, ETHNICITY, AND RACE

Framingham State University is committed to a policy of affirmative action, equal opportunity, nondiscrimination and diversity. To assist us with our affirmative action efforts, the University invites employees to self-identify their gender, race, and ethnicity. Submission of this information is voluntary and refusal to provide it will not subject an employee to any adverse treatment. The information obtained will be kept confidential; and the information will be kept separate from an employee's personnel records. Information obtained in inquiries made as part of our affirmative action program may be revealed to government officials investigating compliance with the law.

Name: _____ Position/Department: _____

Work Phone Number: _____ Email Address: _____

Date of Hire: _____ Today's Date: _____

If you wish to self-identify under our affirmative action program, please indicate your gender, ethnicity, and race/races below:

1. Gender:

☐ Male

☐ Female

2. Ethnicity:

☐ Hispanic or Latino

☐ Not Hispanic or Latino

3. Race or Races - Please Choose One or More:

☐ American Indian or Alaska Native (Not Hispanic or Latino)

☐ Asian (Not Hispanic or Latino)

☐ Black or African American (Not Hispanic or Latino)

☐ Cape Verdean (Not Hispanic or Latino)

☐ Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)

☐ White (Not Hispanic or Latino)

Signature _____ Date _____

Please send the completed form in a sealed envelope marked confidential to the Human Resources Office.

Definitions

For the purposes of the University's Affirmative Action/Equal Opportunity/Diversity efforts, the following definitions apply:

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

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.

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.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the Black racial groups of Africa.

Cape Verdean (Not Hispanic or Latino) - All persons having origins in the Cape Verde Islands.

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.

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above six races.