

# Invitation for Self-Identification of Individuals with Disabilities and Protected Veterans

The University at Albany is a government contractor subject to the Americans with Disabilities Act of 1990, applicable sections of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Readjustment Act of 1974 and the Jobs for Veterans Act of 2002 requiring government contractors to take affirmative action to employ and advance in employment, qualified individuals with disabilities and covered veterans.

If you are an **Individual with a disability**, a **Disabled Veteran**, **Recently Separated Veteran**, an **Armed Forces Service Medal Veteran** or **Other Protected Veteran**, you are invited to inform us by completing the information request below. Definitions of individuals with disabilities and veteran identification categories are listed below.

Submission of this information is voluntary. Refusal to provide it will not result in any adverse treatment. Information obtained concerning an individual’s medical condition or history will be kept confidential, except that: (1) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with a disability, and regarding necessary accommodations; (2) first aid and safety personnel may be informed regarding the need for possible emergency treatment, and (3) government officials investigating compliance with the law shall be provided relevant information upon request.

Please print or type in the required information below and; email the form to [odi@albany.edu](mailto:odi@albany.edu); or fax to 518.956.8111; mail to the Office of Diversity and Inclusion at University Hall, 207; or hand deliver to our office.

**Name:**

**Title:**

**Department:**

**Disability (for both individuals and veterans):**

A. I have the following disability: \_\_\_\_\_

B. Please state (if applicable) the accommodation you are requesting be made that would enable you to perform your job properly and safely (attach separate sheet of paper if necessary):

### Veteran Categories:

**Disabled Veteran:** Yes  No

**Recently Separated Veteran:** Yes  No

**Armed Forces Service Medal Veteran:** Yes  No

**Other Protected Veterans:** Yes  No

**Date of Discharge:** \_\_\_\_\_

### DEFINITIONS

**INDIVIDUAL WITH A DISABILITY:** A qualified individual with a disability is defined as any person who has a physical or mental impairment which substantially limits one or more of such person's major life activities; has record of such impairment; or is regarded to having such an impairment (41 CFR 60-741).

#### **DISABLED VETERAN:**

(1) A veteran of the U.S military, ground, naval or air services who is entitled to compensation (or who but for the recipient 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 (41 CFR 60-300).

#### **RECENTLY SEPERATED VETERAN:**

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 (41 CFR 60-300).

#### **ARMED FORCES SERVICE METAL VETERAN:**

Any 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 (61, FR 1209, 41 CFR 60-300).

#### **OTHER PROTECTED VETERAN:**

Any 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 (41 CFR 60-300).