

Invitation to Self-Identify Disabled and/or Veteran Status

The Department of Human Resources and Equal Opportunity welcomes you to the University of Kansas workforce. To enable the University to assure equal opportunity/affirmative action in its employment practices for eligible veterans and disabled individuals, all such persons are invited to identify themselves voluntarily on the enclosed forms by selecting the appropriate category on the *Disclosure Form For Persons With Disabilities* and/or veteran status on the *University of Kansas Employee Data Sheet*.

The Department of Human Resources and Equal Opportunity will keep the information confidential, except to assist the person in availing him/herself of the employment rights stipulated under the Vietnam Veterans Readjustment Act, the Americans with Disabilities Act, the Vocational Rehabilitation Act and the Jobs for Veterans Act. The data collected will also be used in its aggregate form for the annual veteran's employment report and the University's affirmative action plan.

DISABLED INDIVIDUAL means any person who A) has a physical or mental impairment which substantially limits one or more of such person's major life activities, such as, reading, walking or speaking; B) has a record of such impairment; or C) is regarded as having such an impairment.

DISABLED VETERAN means a veteran 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. The term also refers to a person who was discharged or released from active duty because of a service-connected disability.

SPECIAL DISABLED VETERAN means a veteran who is entitled to disability compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Department of Veterans Affairs for disability rated at 30 percent or more, or rated at 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment handicap. The term also refers to a person who was discharged or released from active duty because of a service-connected disability.

VIETNAM-ERA VETERAN means any person who served on active military duty for a period of more than 180 days, and was released or discharged there from with other than a dishonorable discharge, if any part of such active duty occurred 1) in the Republic of Vietnam between February 28, 1961, and May 7, 1975 or 2) between August 5, 1964, and May 7, 1975, in all other cases. The term also refers to a person who was discharged or released from active duty for a service-connected disability if any part of such active duty was performed in the Republic of Vietnam between February 28, 1961, and May 7, 1975, or between August 5, 1964, and May 7, 1975, in all other cases.

OTHER PROTECTED VETERAN means any other veteran who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized (other than special disabled veterans or veterans of the Vietnam era.) **For more information about criteria identifying other protected veterans, see <http://www.opm.gov/staffingportal/vgmedal2.asp>.**

ARMED FORCES SERVICE MEDAL VETERAN means a 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. *(This decoration, created January 11, 1996, is a theater service award presented to those service members who engage in "significant activity" as determined by theatre commanders for which no other campaign or service medal is authorized. It is awarded for actions through which no foreign armed opposition or imminent threat of hostile action was encountered.)*

RECENTLY SEPARATED VETERAN means any veteran who served on active duty in the U.S. military, ground, naval or air service during the three-year period beginning on the date of such veteran's discharge or release from active duty.