Why does the University of Washington collect affirmative action information?

The University of Washington is required by federal and state laws to collect and report certain information for the administration of civil rights laws and regulations. In order to comply with these laws, we ask applicants and employees to provide this information about their race, ethnicity, disability status and veteran status. All responses will be kept confidential in accordance with applicable federal and state laws, as well as maintained separately from your employment materials.

If you have any questions about affirmative action, please contact us.

If you need assistance with Workday, contact the Integrated Service Center (ISC).

Definitions

The definitions below are derived from applicable federal regulations and statutes.

Hispanic or Latino

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

Race Categories - narrowly defined

- White - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African-American – A person having origins in any of the Black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Asian – 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.
- American Indian or Alaska Native – 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.

Veteran Categories

- Disabled Veteran - is one of the following:
  1. A Veteran of the U.S. military, ground, naval or air service 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, or
  2. A person who was discharged or released from active duty because of a service-connected disability.
- Recently Separated Veteran - A 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.
- Active Duty Wartime or Campaign Badge Veteran – A Veteran who served on active duty (A) in the U.S. military, ground, naval or air service in any campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense or (B) during one or more of the periods of war described below:

- **Armed Forces Service Medal Veteran** - 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.

**Gender**

Male/Female/Not Reported

**Age**

**Citizenship Information on the Form I-9**

EX: Academic Personnel Fact Sheet


**Affirmative Action Info Request during Recruitment of Faculty and Staff**

Thank you for your application for the open job of ______________________

We are including an Affirmative Action Information Request (AAIR) survey below, requesting that you identify any protected groups to which you belong. As a federal contractor, the University of Washington is required to collect information for the administration of civil rights laws and regulations. Your information will be kept confidential as required by applicable federal and state laws, and it will be maintained separately from your other employment materials. This survey is voluntary; if you choose not to participate, it will not result in any adverse treatment of your application. However, we would appreciate it if you would complete the survey; please select the following link to input your information: [Insert AAIR link here]