



AFFIRMATIVE ACTION QUESTIONNAIRE

Applicants are considered for all positions without regard to race, color, sex, national origin, veteran status, or disability status. As an Affirmative Action/Equal Employment Opportunity employer, Hardrives Construction complies with government regulations and affirmative action responsibilities.

Please complete the Affirmative Action Questionnaire to assist us with government record keeping, reporting, and other legal requirements. The data is for analysis and affirmative action purposes. Submission of information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information will be kept confidential and will only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

Completion of information below is voluntary. Thank you for your cooperation.

Print Name _____ Date _____

Position sought _____ Job Location _____

Birth Date _____

GENDER: Please *check one*: Male Female

ETHNIC GROUP: Please *check one*:

- Hispanic / Latino** - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race (if you have selected this category, it is not necessary to select from the racial groups, found below).
- Non Hispanic / Latino** - (if this is checked, please select from the racial groups below)

RACIAL GROUPS: If Non-Hispanic/Latino was selected above, please *check one*:

- American Indian / Alaskan Native** - All persons having origins in any of the original peoples of North or South America, and who maintain cultural identification through tribal affiliation or community attachment.
- Asian** - All persons 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 / African American** – All persons having origins in any of the Black racial groups of Africa.
- Native Hawaiian / Other Pacific Islander** - any persons having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White** - all persons having origins in any of the original people of Europe, North Africa, or the Middle East.
- Two or More Races** – all persons who identify with more than one of the above races.

VETERANS (a veteran of the US military, ground, naval or air service): Please *check all that apply*:

- Disabled Veteran** – (i) 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, or (ii) a person who was discharged or released from active duty because of a service-connected disability.
- Other Protected Veteran** – A veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.
- Armed Forces Service Medal Veteran** – A veteran who, participated in a U. S. military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.
- Recently Separated Veteran** – A veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty.

Most Recent Discharge/Release Date: _____