Veteran Invitation to Self-Identify

The California Institute of Technology (The Jet Propulsion Laboratory) is an equal employment opportunity employer and a Government contractor. Its policies prohibit discrimination on the basis of disability and/or protected veterans' status. Its affirmative action program includes a commitment to take affirmative steps to employ and advance in employment qualified individuals with disabilities, disabled veterans, active duty wartime or campaign badge veterans, armed forces service medal veterans, and recently separated veterans, and to make reasonable accommodations to enable those individuals to perform the essential functions of the job they seek or hold.

If you wish to self-identify, please complete this form. If you choose not to do so now, you may self-identify at any time in the future by contacting Human Resources. Information on this form is confidential and will be communicated only as permitted by applicable law.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse employment action.

I belong to the following classifications of protected veterans (choose all that apply).

- **Disabled Veteran:**
  - 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
  - a person who was discharged or released from active duty because of a service-connected disability.

- **Active Duty Wartime or Campaign Badge Veteran** - a veteran who served on active duty in the U.S. military, ground, naval or air service during a period of war (including World War II, the Korean conflict, the Vietnam era, and the Persian Gulf War from Aug 2, 1990 to present), or who served in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

- **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 (61 Fed. Reg. 1209).

- **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.
  
  **Date of discharge/release:** __________________

If you have self-identified as a Disabled Veteran and you would like to request an accommodation because of a physical or mental disability in order to perform the functions of your job, please check the box below.

- **I request an accommodation to perform my job functions.**

  If you would like to, please provide information about your disability below.

- **I am a Protected Veteran, but I choose not to self-identify the classifications to which I belong.**
- **I am a Veteran, but not in a protected classification.**
- **I am not a Protected Veteran.**
- **I choose not to disclose.**

**Employee Name [PLEASE PRINT]**

**Employee Signature**

**Date**