

## Invitation to Self-Identify Veteran Status

OHSU is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, which requires us to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans, other protected veterans, and Armed Forces service medal veterans.

If you are a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran, we would like to include you under our affirmative action program. If you would like to be included under the affirmative action program, please tell us.

Following are definitions of veteran status categories:

**Recently separated veteran** - Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty.

**Other protected veteran** - A person who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, under laws administered by the Department of Defense.

**Armed Forces service medal veteran** - A person who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 FR 1209).

**Disabled veteran** - 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, or was discharged or released from active duty because of a service-connected disability.

You may inform us of your desire to benefit under the program at this time and/or at any time in the future.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are consistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

Information required for OHSU's affirmative action program includes veteran status identification. This information is obtained when you are hired as an employee. It is kept confidential and it is only used in accordance with the provisions of applicable laws, executive orders, and regulations, including those which require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data WILL NOT identify any specific individuals.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. If you would like to update these designations, or any other personal information, please do so using the [Employee Self Service](#) application.

If you have any questions, please contact the Affirmative Action & Equal Opportunity Department at [aaeo@ohsu.edu](mailto:aaeo@ohsu.edu).

Thank you.