

AFFIRMATIVE ACTION INFORMATION

Grays Harbor County is an Equal Opportunity Employer. The information requested below will be separated from your application and used for statistical purposes only. It will enable the County to evaluate its recruitment process in light of the federal and state equal employment opportunity laws and the County's Affirmative Action Program. Your cooperation is strictly voluntary, but highly encouraged. Your application will be reviewed whether or not you provide this information.

Position Title: _____ Department: _____

Name (Last, First, Middle Initial) _____ Closing Date: _____

1. Gender: FEMALE MALE 2. Age: Under 40 Over 40

3. What race(s) or culture(s) do you consider yourself:
 American Indian or Alaskan Native Black or African-American
 Native Hawaiian or other Pacific Islander Hispanic or Latino
 Asian White/Caucasian

If you are more than once race, please also check "Multi-Racial" below and indicate your preference for Affirmative Action purposes.

Multi-Racial preference:

4. Have you ever been on active duty in the U.S. Armed Forces?
 Yes Dates: _____ No
 Vietnam Era Veteran
 Disabled Veteran (Percent of disability: _____ %)

5. Do you have a long-term physical, sensory, or mental condition that substantially limits any of your major life functions, such as working, caring for yourself, walking, doing things with your hands, seeing hearing, speaking, learning?
 Yes No (*Please see the definition of "disabilities" below*)

AFFIRMATIVE ACTION DEFINITIONS

American Indian or Alaskan Native. (not Hispanic or Latino) A person with origins in any of the original peoples of North and South America (including Central America) and who maintains cultural identification through documented tribal affiliation or community recognition.

Native Hawaiian or Other Pacific Islander. (not Hispanic or Latino) A person with origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian. A person with origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

Black or African-American. (not Hispanic or Latino) A person with origins in any of the black racial groups of Africa.

Hispanic or Latino. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race. For example, persons from Brazil, Guyana, or Surinam would be classified according to their race and would not necessarily be included in the Hispanic category. This category does not include persons from Portugal, who should be classified according to race.

White/Caucasian. (not Hispanic or Latino) A person with origins in any of the original peoples of Europe, North Africa, or the Middle East.

Disabilities. For Affirmative Action purposes, people with disabilities are persons with a permanent physical, mental, or sensory impairment, which substantially limits one or more major life activities. Physical, mental, or sensory impairment means: (a) any physiological or neurological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more the body systems or functions; or (b) any mental or psychological disorders such as mental retardation, organic brain syndrome, emotional or mental illness, or any specific learning disability. The impairment must be material rather slight and permanent in that it is seldom fully corrected by medical replacement, therapy or surgical means.

Disabled Veteran. A person entitled to disability compensation under laws administered by the U.S. Department of Veteran Affairs for disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of veteran who has been determined by the Department of Veteran's Affairs to have a serious employment handicap or (C) or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty.

Vietnam-era Veteran. A person who served on active duty for a period of more than 180 days, any part of which occurred between February 28, 1961 and May 7, 1975, and was discharged or released from duty with other than a dishonorable discharge. Or who was discharged or released from active duty for service connected disability of any part of the active duty was performed between August 5, 1964 and May 7, 1975. Services between February 28, 1961 and August 14, 1964 must have been performed with the Republic of Vietnam.

How did you learn of the employment opportunity?

<input type="checkbox"/> Walk-in/Grays Harbor County Employment Board <input type="checkbox"/> Employee Referral (Employee Name): _____ <input type="checkbox"/> Grays Harbor County Website <input type="checkbox"/> Other Internet Website (specify): _____	<input type="checkbox"/> Washington State Employment Security Office <input type="checkbox"/> Newspaper (specify): _____ <input type="checkbox"/> Friend/Word of Mouth <input type="checkbox"/> Other (specify): _____
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I CERTIFY THAT THIS INFORMATION IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE.

_____/_____/_____
 SIGNATURE DATE

Equal Opportunity Employer: Grays Harbor County is committed to affirmative recruitment and diversity in employment opportunity. It is the policy of Grays harbor County to provide equal opportunity to all persons seeking or having access to its employment, services and activities, which is free from restriction based on race, color, religion, national origin, age, sex, marital status, veteran status, sexual orientation or disability. Applicants with disabilities who need accommodation with the application or selection process should contact the ADA Coordinator at 360-249-4144.