



Invitation to Self-Identify Disabled and/or Veteran Status

The Department of Human Resources welcomes you to the University of Kansas workforce. To enable the University to assure equal opportunity/affirmative action in its employment practices for eligible veterans and disabled individuals, all such persons are invited to identify themselves voluntarily on the enclosed forms by selecting the appropriate category on the *Self Identity of a Disability Invitation, Disclosure Form For Persons With Disabilities* and/or veteran status on the *University of Kansas Employee Data Sheet*.

Information will be kept confidential, except to assist the person in availing him/herself of the employment rights stipulated under the Vietnam Veterans Readjustment Act, the Americans with Disabilities Act, the Vocational Rehabilitation Act and the Jobs for Veterans Act. The data collected will also be used in its aggregate form for the annual veteran's employment report and the University's affirmative action plan.

DISABLED INDIVIDUAL means any person who A) has a physical or mental impairment which substantially limits one or more of such person's major life activities, such as, reading, walking or speaking; B) has a record of such impairment; or C) is regarded as having such an impairment.

DISABLED VETERAN means a veteran included in one of the following categories:

- 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

RECENTLY SEPARATED VETERAN means any 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 means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or 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 means 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.

PROTECTED VETERAN may have additional rights under USERRA – the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.