

The University of Alabama at Birmingham is an Affirmative Action/Equal Opportunity Employer

The University of Alabama at Birmingham is a federal government contractor. As a matter of institutional policy as well as applicable law, we are required to keep records and perform certain analyses of our applicant and employee pool by race, ethnicity and gender. Since such analyses are only possible if we know the EEO profile of our applicants and employees, we are using this means to ask you to voluntarily complete this survey. Although the information that applicants and employees provide does not at all affect any prospect for or aspect of employment and is, in fact, treated very confidentially, it is nevertheless very important to us. For any statistical analysis to be meaningful we must have information on as many applicants and employees as possible and it is just as important to collect this information from males and non-minorities as it is to obtain it from females and minority group members. We are required by the government to keep such records and perform such analyses and your cooperation will allow us to be accurate. The categories listed below are those used by the US Bureau of Census and Department of Labor and are the only options currently available to you for Federal reporting purposes.

Gender:

- Female
- Male

Race/Ethnicity:

- American Indian or Alaska Native** - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment
- Asian** - A person 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 or African American** - A person having origins in any of the black racial groups of Africa
- Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race
- Native Hawaiian or Other Pacific Islander** - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- White** - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Two or More Races** - All persons who identify with more than one of the above five races

Name: _____ Employee ID: _____ Date Completed: _____