

**INVITATION TO APPLICANTS & EMPLOYEES  
TO SELF IDENTIFY**

Utica College is a Government contractor subject to the Vietnam Era Veterans Readjustment Assistance Act of 1974 ("VEVRAA"), as amended by the Jobs for Veterans Act of 2002, which requires Government contractors to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans and Armed Forces service medal veterans, and Section 503 of the Rehabilitation Act of 1973 (the "Rehabilitation Act"), as amended, which prohibits discrimination against individuals with disabilities and requires Government contractors to take affirmative action to employ and advance in employment qualified individuals with disabilities.

**Protected veterans' categories are defined as:**

**Disabled Veteran** refers to 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 the laws administered by the Secretary of Veterans Affairs or 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** refers to 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.

**Individuals With Disabilities are defined as:** An individual who: (i) has a physical or mental impairment that substantially limits one or more major life activities; (ii) has a record of such an impairment; or (iii) is regarded as having such an impairment.

As a Government contractor subject to VEVRAA and the Rehabilitation Act, we invite applicants and employees to self-identify this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA and the Rehabilitation Act. If you believe you belong to any of the categories of protected veterans, or are an individual with a disability, please contact the Affirmative Action Officer, Lisa Green at (315) 792-3736.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be kept confidential and used only in ways that are not inconsistent with VEVRAA or the Rehabilitation Act.

The Affirmative Action Plans for Protected Veterans and Individuals With Disabilities are available for inspection during normal business hours. If you wish to inspect the plans, please speak with the Affirmative Action Officer, Lisa Green at (315) 792-3736.