

Veteran Status

(Revised 11/07)

It is the policy of The University of Arizona to provide equal employment opportunity without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or gender identity. The University seeks and employs the most highly qualified personnel at all locations and facilities. To achieve this, the University administers all personnel actions without regard to any characteristic protected by law or University policy, and it bases all employment decisions on valid job requirements. The University's Affirmative Action Plan describes, among other things, the dissemination of its Equal Employment Opportunity Policy and its outreach and positive recruitment efforts.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, prohibits job discrimination because of veteran status, and requires affirmative action to employ and advance in employment Disabled Veterans, Other Protected Veterans, Recently Separated Veterans, and Armed Forces Service Medal Veterans. You may self-identify at this time or at any time in the future if you believe that you might be covered by the VEVRAA. Additionally, the University of Arizona is required to annually submit to the Veterans Employment and Training Service (V.E.T.S.), within the Department of Labor, the VETS-100 form.

Therefore, we request that you provide the following information; submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Information you submit will be kept confidential, except as specifically provided for by law, and used in a manner consistent with law.

Veteran Status (41 CFR 60-250 and 41 CFR 60-300)

Please check all of the following categories that apply to you:

- Disabled Veteran** means (1) 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 (B) a person who was discharged or released from active duty because of a service-connected disability."
- Special Disabled Veteran** means 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 Department of Veterans' Affairs for a disability (i) rated at 30 percent or more, or (ii) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 3106 of Title 38, U.S.C. to have a serious employment handicap; or (B) 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.
- Armed Forces Service Medal Veteran** means any veteran who while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation to which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209).
- Veteran of the Vietnam-era** means a person who (A) served on active duty for a period of more than 180 days, and was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty occurred: (i) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in all other cases; or (B) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed (i) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in all other cases."

