

VETERAN AND DISABILITY SELF-IDENTIFICATION FORMS

Voluntary Self-Identification of Disability

Form CC-305
Page 1 of 1

OMB Control Number 1250-0005
Expires 04/30/2026

Name: _____
Employee ID: _____
(if applicable)

Date: _____

Why are you being asked to complete this form?

We are a federal contractor or subcontractor. The law requires us to provide equal employment opportunity to qualified people with disabilities. We have a goal of having at least 7% of our workers as people with disabilities. The law says we must measure our progress towards this goal. To do this, we must ask applicants and employees if they have a disability or have ever had one. People can become disabled, so we need to ask this question at least every five years.

Completing this form is voluntary, and we hope that you will choose to do so. Your answer is confidential. No one who makes hiring decisions will see it. Your decision to complete the form and your answer will not harm you in any way. If you want to learn more about the law or this form, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

How do you know if you have a disability?

A disability is a condition that substantially limits one or more of your "major life activities." If you have or have ever had such a condition, you are a person with a disability. **Disabilities include, but are not limited to:**

- Alcohol or other substance use disorder (not currently using drugs illegally)
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
- Blind or low vision
- Cancer (past or present)
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or serious difficulty hearing
- Diabetes
- Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
- Epilepsy or other seizure disorder
- Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome
- Intellectual or developmental disability
- Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD
- Missing limbs or partially missing limbs
- Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports
- Nervous system condition, for example, migraine headaches, Parkinson's disease, multiple sclerosis (MS)
- Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder, dyslexia, dyspraxia, other learning disabilities
- Partial or complete paralysis (any cause)
- Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema
- Short stature (dwarfism)
- Traumatic brain injury

Please check one of the boxes below:

- ☐ Yes, I have a disability, or have had one in the past
- ☐ No, I do not have a disability and have not had one in the past
- ☐ I do not want to answer

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

For Employer Use Only

Employers may modify this section of the form as needed for recordkeeping purposes.

For example:

Job Title: _____ Date of Hire: _____

Invitation to Self-Identify Protected Veteran Status

This employer is a government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (Section 4212), which requires government contractors to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. The law requires us to provide equal opportunity to protected veterans as defined by the Vietnam Era Veterans' Readjustment Assistance Act, as amended. The below invitation is made pursuant to this policy.

Disclosure of this information is voluntary and refusing to provide it will not subject you to any adverse treatment. The information will be used only in ways that are consistent with Section 4212. The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

INVITATION TO SELF-IDENTIFY PLEASE ANSWER THE FOLLOWING QUESTIONS

Do you identify as one (or more) of the following protected veteran categories? Please check the appropriate box below.
NOTE: You do not have to indicate which specific category applies.

Disabled Veteran: (i) 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 Veteran Affairs; or (ii) a person who was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran: 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: 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 medal was awarded pursuant to Executive Order 12985.

Active Duty Wartime or Campaign Badge Veteran: a veteran who served on active duty in the U.S. military, ground, naval, or air service either during a "period of war" as defined below or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

"Period of war" is defined for these purposes by the Department of Labor as:

- June 27, 1950 to January 31, 1955 (Korean conflict)
- February 28, 1961 to May 7, 1975 (for veterans serving in the Republic of Vietnam)
- August 5, 1964 to May 7, 1975 (for all other veterans who served during the Vietnam conflict)
- August 2, 1990 to the present (Gulf War)

- ☐ I am a protected veteran.
- ☐ I am not a protected veteran.
- ☐ I prefer not to answer.

We value all forms of military service. If you do not meet the criteria of one or more of the categories above, but would otherwise like to disclose your status as a member of the U.S. Armed Forces, you may do so below. Providing this information is completely voluntary.

- ☐ I am either currently serving, or have served, in the Armed Forces of the United States of America.

Our organization participates in various veteran celebrations, remembrances, and recruiting/outreach events and initiatives. If you are willing to be contacted regarding these occasions, please check the box below.

- ☐ Yes, I am willing to be contacted regarding veteran occasions, events and initiatives.

Signature/Printed Name

Date

Campaign/Expedition	Dates		Campaign/Expedition	Dates	
	Start	End		Start	End
<u>Other Campaign and Service Medals</u>			<u>Armed Forces Expeditionary Medal (AFEM) - cont'd</u>		
Army Occupation of Austria	05/09/45	07/27/55	Haiti (Uphold Democracy)	09/16/94	03/31/95
Army Occupation of Berlin	05/09/45	10/02/90	Iraq (Desert Spring)	12/31/98	12/31/02
Army Occupation of Germany	05/09/45	05/05/55	Iraq (Northern Watch)	01/01/97	Present
Army Occupation of Japan	09/03/45	04/27/52	Iraq (Enduring Freedom)	09/11/01	Present
China Service Medal (Extended)	09/02/45	04/01/57	Iraq (Iraqi Freedom)	03/19/03	Present
Korean Service	06/27/50	07/27/54	Korea	10/01/66	06/30/74
Korea Defense Service Medal	07/28/54	TBD	Kosovo	03/24/99	Present
Kosovo Campaign Medal (Allied Force)	03/24/99	06/10/99	Laos	04/19/61	10/07/62
Kosovo Campaign Medal (Allied Harbor)	04/04/99	09/01/99	Lebanon	07/01/58	11/01/58
Kosovo Campaign Medal (Joint Guardian)	06/11/99	TBD	Lebanon	06/01/83	12/01/87
Kosovo Campaign Medal (Noble Anvil)	03/24/99	07/20/99	Libyan Area (Eldorado Canyon)	04/12/86	04/17/86
Kosovo Campaign Medal (Sustain Hope/Shining Hope)	04/04/99	07/10/99	Mayaguez Operation	05/15/75	05/15/75
Kosovo Campaign Medal (Task Force Falcon)	06/11/99	TBD	Panama (Just Cause)	12/20/89	01/31/90
Kosovo Campaign Medal (Task Force Hawk)	04/05/99	06/24/99	Persian Gulf (Desert Fox)	12/16/98	12/22/98
Kosovo Campaign Medal (Task Force Hunter)	04/01/99	11/01/99	Persian Gulf (Desert Thunder)	11/11/98	12/22/98
Kosovo Campaign Medal (Task Force Saber)	03/31/99	07/08/99	Persian Gulf (Ernest Will)	07/24/87	08/01/90
Navy Occupation of Austria	05/08/45	10/25/54	Persian Gulf (Southern Watch)	12/01/95	Present
Navy Occupation of Trieste	05/08/45	10/25/54	Persian Gulf (Vigilant Sentinel)	12/01/95	02/01/97
Navy Units of the Sixth Fleet	05/09/45	10/25/55	Persian Gulf Interception Operation	12/01/95	Present
Rwanda (Distant Runner)	04/07/94	04/18/94	Quemoy and Matsu Islands	08/23/58	06/01/63
SW Asia Service Medal (Desert Shield/Storm)	08/02/90	11/30/95	Somalia (Restore Hope & United Shield)	12/05/92	03/31/95
Thailand	05/16/62	08/10/62	Taiwan Straits	08/23/58	01/01/59
Vietnam Service Medal (VSM)	07/04/65	03/28/73	Thailand	05/16/62	08/10/62
			Vietnam (including Thailand)	07/01/58	07/03/65
			Vietnam Evacuation (Frequent Wind)	04/29/75	04/30/75
<u>Armed Forces Expeditionary Medal (AFEM)</u>					
Afghanistan Operation Enduring Freedom	09/11/01	Present			
Afghanistan Operation Iraqi Freedom	03/19/03	Present	<u>Navy Expeditionary Medal and Marine</u>		
Berlin	08/14/61	06/01/63	<u>Corp Expeditionary Medal</u>		
Bosnia and Herzegovina (Joint Endeavor)	11/20/95	12/20/96	Cuba	01/03/61	10/23/62
Bosnia and Herzegovina (Joint Forge)	06/21/98	Present	Indian Ocean/Iran	11/21/79	10/20/81
Bosnia and Herzegovina (Joint Guard)	12/20/96	06/20/98	Iranian/Yemen/Indian Ocean	12/08/78	06/06/79
Cambodia	03/29/73	08/15/73	Lebanon	08/20/82	05/31/83
Cambodia Evacuation (Eagle Pull)	04/11/75	04/13/75	Liberia (Sharp Edge)	08/05/90	02/21/91
Congo	07/14/60	09/01/62	Libyan Area	01/20/86	06/27/86
Congo	11/23/64	11/27/64	Panama	04/01/80	12/19/86
Cuba	10/24/62	06/01/63	Panama	02/01/90	06/13/90
Dominican Republic	04/28/65	09/21/66	Persian Gulf	02/01/87	07/23/87
El Salvador	01/01/81	02/01/92	Rwanda (Distant Runner)	04/07/94	04/18/94

Global War on Terrorism	09/11/01	Present	Thailand	05/16/62	08/10/62
Grenada (Urgent Fury)	10/23/1983	11/21/1983			