

Invitation to Self-Identify for Veteran Status

Self-Identification Form for Veterans				Date
Name:		Address:		Phone:
City		State		Zip
Position			<input type="checkbox"/> Applicant	<input type="checkbox"/> Employee
For employees only		Duke Unique ID		Hire date
Please check all that apply				
<input type="checkbox"/> Disabled Veteran	<input type="checkbox"/> Veteran of the Vietnam Era	<input type="checkbox"/> Other Protected Veteran	<input type="checkbox"/> Armed Forces Medal Veteran	
<input type="checkbox"/> Recently Separated Veteran (check only if less than 3 years ago)			Separation Date ____/____/____ mm dd yyyy	

Duke University and Duke University Health System (the “University”) is committed to offering equal opportunity to its employees and applicants for employment, without regard to disability or veteran status. This policy includes recruiting, hiring, appointment, and promotion, in all position classifications. In view of this commitment, the University reviews its personnel policies regularly, to ensure that veterans and individuals with disabilities are given careful consideration for all jobs for which they apply.

You may inform us of your desire to benefit under the program at this time and/or at any time in the future. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veteran’s Readjustment Assistance Act of 1974, as amended. 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 special 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 OFCCP, or enforcing the Americans with Disabilities Act, may be informed.

Further information regarding the definitions of veteran status is included on the following page. To self-identify, discuss your status, or ask any questions about reasonable accommodations, please contact the appropriate personnel as noted below:

Duke University & Health System	Office for Institutional Equity, 919-684-8222
Duke Hospital	Office for Institutional Equity, 919-684-8222
Durham Regional Hospital	Human Resources, 919-470-7271
Duke Health Raleigh Hospital	Human Resources, 919-954-3338
Disability Management Systems	Main Office, 919-668-6213

This invitation is available in alternative format upon request. Please call 919-684-8247.

Veteran Status Definitions

Disabled Veteran - a veteran who served on active duty in the U.S. military ground, naval, or air service and (1) who was discharged or released from active duty because of a service-connected disability, or (2) who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) for certain disabilities under laws administered by the Department of Veterans Affairs.

Veteran of the Vietnam Era - under Section 4212, a veteran of the U.S. military, ground, naval, or air service, any part of whose service was during the period of August 5, 1964, and May 7, 1975, who (1) served on active duty for a period of more than 180 days, and was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability. "Vietnam Era Veteran" also includes any veteran of the U.S. military, ground, naval, or air service who served in the Republic of Vietnam between February 28, 1961, and May 7, 1975.

Recently Separated Veteran – a 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.

Other Protected Veteran - any other 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, other than a special disabled veteran, veteran of the Vietnam era, or recently separated veteran.

Armed Services Medal Veteran – 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 for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209) (an operation in which the participants encountered no foreign armed opposition or imminent hostile action.)