

EQUAL EMPLOYMENT OPPORTUNITY SURVEY

The University is committed to providing reasonable accommodations to employees with disabilities who can perform the essential functions of their job with or without reasonable accommodations. The University complies with the Americans with Disabilities Act and the Rehabilitation Act of 1973. As part of the University's affirmative action efforts, employees with disabilities have the opportunity to identify themselves. The information will be used to help the University provide individual accommodations and plan for the needs of our staff. Your submission of this information is *voluntary* and the information will be kept confidential, except that supervisors may be informed about any work-related restrictions or accommodations, and first aid or safety personnel may be informed about possible emergency treatment. Whether or not you choose to provide the information, it will in no way affect your employment status. Before completing this section, please refer to the definition of disability below.

Do you have, or are you regarded as having, a physical or mental disability? (*refer to definition below*)

Check the one answer that best applies: _____ Yes _____ No

If you answered yes, we would like to provide you with the opportunity to be included under the affirmative action program. Please indicate the accommodations the University could make to enable you to perform your job safely and properly, including special equipment, changes in the physical layout of the job, elimination of non-essential duties, or other accommodations:

DEFINITIONS OF RACIAL / ETHNIC GROUPS

White / Caucasian	A person having origin in any of the peoples of Europe, North Africa, or the Middle East, who is not of Hispanic origin
Black / African American	A person having origins in any of the black racial groups of Africa, who is not of Hispanic origin
Hispanic / Latino	A person of Mexican, Puerto Rican, Cuban, South American, or other Spanish culture or origin, regardless of race
Asian or Pacific Islander	A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa
Native American / American Indian or Alaskan Native	A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition

DEFINITIONS OF VETERANS STATUS

Veteran	A person who served on active duty for more than 180 days and was released with other than a dishonorable discharge
Vietnam – Era Veteran	A veteran who served on active duty for more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released from military service with other than a dishonorable discharge; <u>or</u> was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975
Disabled Veteran	A person entitled to disability compensation from the Veteran's Administration for a disability rated at 30% or more; <u>or</u> rated at 10% or 20% if determined to have a serious barrier to employment; <u>or</u> who was discharged or released from active duty for a service-connected disability
Other Eligible Veteran	A veteran who served in a war other than the Vietnam War, or in a campaign or expedition for which a campaign badge has been authorized (see attached list)

DEFINITION OF DISABILITY

An individual with a disability is any person who has a physical or mental impairment, has a record of such impairment, or is regarded as having an impairment that:	
1.	Substantially limits a major life activity such as seeing, walking, or working; or
2.	Significantly impairs physical or mental health for six months or more; or
3.	Requires special education, vocational rehabilitation, or related services; or
4.	Is on a list of health conditions established by Maine law (see attached list)

Other Eligible Veterans

You are an "Other Eligible Veteran" if you served in one of the following campaigns or expeditions:

Campaign / Expeditions	Dates		Organizations Participating				
	Start	End	Army	Navy	Air Force	Marine Corp	Coast Guard
Campaign or Service Medals							
American Defense Service	09/08/39	12/07/41	X	X	--	X	X
Army Occupation of Austria	05/09/45	07/27/55	X	--	X	--	--
Army Occupation of Berlin	05/09/45	10/02/90	X	X	X	X	X
Army Occupation of Germany	05/09/45	05/05/55	X	X	X	--	X
Army Occupation of Japan	09/03/45	04/27/52	X	X	X	X	X
China Service	07/07/37	09/07/39	--	X	--	X	--
China Service Medal (Extended)	09/02/45	04/01/57	--	X	--	--	--
Korean Service	06/27/50	07/27/54	X	X	X	X	X
Navy Occupation of Trieste	05/09/45	10/25/54	--	X	--	X	X
Navy Occupation of Austria	05/08/45	10/25/55	--	X	--	--	--
Navy Occupation of Berlin	05/08/45	10/02/90	--	X	--	X	--
Navy Units of the Sixth Fleet	05/09/45	10/25/55	--	X	--	--	--
SW Asia Service Medal (Desert Shield / Storm)	08/02/90	11/02/95	X	X	X	X	X
Vietnam Service Medal (VSM)	07/04/65	03/28/73	X	X	X	X	X
Armed Forces Expeditionary Medal (AFEM)							
Berlin	08/14/61	06/01/63	X	X	X	X	X
Bosnia and Herzegovina (Joint Endeavor)	11/20/95	12/20/96	X	X	X	X	X
Bosnia and Herzegovina(Joint Guard)	12/20/96	Present	X	X	X	X	X
Cambodia	03/29/73	08/15/73	X	X	X	X	X
Cambodia Evacuation (Eagle Pull)	04/11/75	04/13/75	X	X	X	X	X
Congo	07/14/60	09/01/62	X	X	X	X	X
Congo	11/23/64	11/27/64	X	X	X	X	X
Cuba	10/24/62	06/01/63	X	X	X	X	X
Dominican Republic	04/28/65	09/21/66	X	X	X	X	X
El Salvador	01/01/81	02/01/92	X	X	X	X	X
Grenada (Urgent Fury)	10/23/83	11/21/83	X	X	X	X	X
Haiti (Uphold Democracy)	09/16/94	03/31/95	X	X	X	X	X
Iraq (Northern Watch)	01/01/97	Present	X	X	X	X	X
Korea	10/01/66	06/30/74	X	X	X	X	X
Laos	04/19/61	10/07/62	X	X	X	X	X
Lebanon	07/01/58	11/01/58	X	X	X	X	X
Lebanon	06/01/83	12/01/87	X	X	X	X	X
Libyan Area (Eldorado Canyon)	04/12/86	04/17/86	X	X	X	X	X
Mayaguez Operation	05/15/75	05/15/75	X	X	X	X	X
Panama (Just Cause)	12/20/89	01/31/90	X	X	X	X	X
Persian Gulf (Earnest Will)	07/24/87	08/01/90	X	X	X	X	X
Persian Gulf	08/02/90	01/02/92	X	X	X	X	X
Persian Gulf (Southern Watch)	12/01/95	Present	X	X	X	X	X
Persian Gulf (Vigilant Sentinel)	12/01/95	02/15/97	X	X	X	X	X
Persian Gulf Interception Operation	12/01/95	Present	X	X	X	X	X
Quemoy and Matsu Islands	08/23/58	06/01/63	X	X	X	X	X
Somalia (Restore Hope)	12/05/92	03/31/95	X	X	X	X	X
Taiwan Straights	08/23/58	01/01/59	X	X	X	X	X
Thailand	05/16/62	08/10/62	X	X	X	X	X
Vietnam and Thailand	07/01/58	07/03/65	X	X	X	X	X
Vietnam Evacuation	04/29/75	04/30/75	X	X	X	X	X
Navy Expeditionary Medal and Marine - Corporate Expeditionary Medal							
Cuba	01/03/61	10/23/62	--	X	--	X	--
Indian Ocean / Iran	11/21/79	10/20/81	--	X	--	X	--
Iranian / Yemen / Indian Ocean	12/08/78	06/06/79	--	X	--	X	--
Lebanon	08/20/82	05/31/83	--	X	--	X	--
Liberia (Sharp Edge)	08/05/90	02/21/91	--	X	--	X	--
Libyan Area	01/20/86	06/27/86	--	X	--	X	--
Panama	04/01/80	12/19/86	--	X	--	X	--
Panama	02/01/90	06/13/90	--	X	--	X	--
Persian Gulf	02/01/87	07/23/87	--	X	--	X	--
Rwanda (Distant Runner)	04/07/94	04/18/94	--	X	--	X	--
Thailand	05/16/62	08/10/62	--	X	--	X	--

Health Conditions that are Disabilities

The following health conditions are considered disabilities under Maine law without regard to severity unless otherwise indicated:

Absent, artificial or replacement limbs, hands, feet or vital organs
Acquired brain injury
Alcoholism
Amyotrophic lateral sclerosis
Bipolar disorder
Blindness or abnormal vision loss
Cancer
Cerebral palsy
Chronic obstructive pulmonary disease
Crohn's disease
Cystic fibrosis
Deafness or abnormal hearing loss
Diabetes
Substantial disfigurement
Epilepsy
Heart disease
HIV or AIDS
Kidney or renal diseases
Lupus
Major depressive disorder
Mastectomy
Mental retardation
Multiple sclerosis
Muscular dystrophy
Paralysis
Parkinson's disease
Pervasive developmental disorders
Rheumatoid arthritis
Schizophrenia