

## Equal Employment Opportunity Form

Northwest Indian College hiring practices include adherence to the Indian Preference Act (Title 25, U.S. Code Section 473). NWIC supports and provides equal employment and educational opportunities without regard to race, color, religion, national origin, sex (including pregnancy), disability, age, veteran status, sexual orientation, gender identity or expression, marital status or genetic information.

The information requested on this form is being gathered for record keeping in compliance with federal law. At the time of application, your responses are strictly voluntary, and any information provided will be kept confidential. If you choose not to “self-identify,” you will not be subject to any adverse treatment. However, if information is not voluntarily provided at the time of hire, we are required under federal regulations to maintain race, sex, and disability information on the basis of visual observation or personal knowledge.

**Last Name** \_\_\_\_\_ **First Name** \_\_\_\_\_ **Middle** \_\_\_\_\_  
**Gender** Male  Female  **Are you age 40 or older?** Yes  No

**Race/Ethnicity**

- Hispanic or Latino** (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race)
- White** (A person having origins in any of the original peoples of Europe, the Middle East or North Africa)
- Black or African American** (A person having origins in any of the black racial groups of Africa)
- Native Hawaiian or Other Pacific Islander** (A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands)
- Asian** (A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam)
- American Indian** or  **Alaskan Native** (A person having origins in any of the original peoples of North and South America – including Central America – and who maintains tribal affiliation or community attachment)
- Two or more races** (All persons who identify with more than one of the above five races)

**Veteran Status**

- Disabled Veteran
- Recently Separated Veteran
- Active Wartime or Campaign Badge Veteran
- Armed Forces Service Medal Veteran
- I am a protected veteran, but I choose not to self-identify the classifications to which I belong.
- I am not a protected veteran.

**Disability Status**

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Reasonable Accommodation**

Please indicate what, if any, reasonable accommodations you believe you need to perform the essential job duties of the position you are applying for as listed in the job announcement. Attach additional sheets if necessary.