Applicant Affirmative Action Program
Self Identification Form

Required Information

Name: ______________________________________ Date of Application: ___________

Position(s) for which you are applying: ______________________________________

Voluntary Information

Duke University and Health System is subject to certain governmental record-keeping and reporting requirements for the administration of civil rights and regulations. In order to comply with these laws, the University invites employees and prospective employees to voluntarily self-identify their sex, race and ethnicity.

Although the University is asking you to complete this survey to assist us in complying with federal reporting requirements, doing so is completely voluntary. You will suffer no adverse consequences if you do not provide this information. The information will be kept confidential and will be used only in accordance with applicable law, executive orders, and regulations, including those that require the University to summarize and report the information it collects to the federal government.

Gender: □ Male □ Female

Definitions of race/ethnicity are on the next page (as defined by the Equal Employment Opportunity Commission).

Race/Ethnic Identification (check one):

Are you Hispanic or Latino? □ Yes □ No

If you answered “Yes” you have completed this form. If you answered “No” please select a race from the options below.

□ White (Not Hispanic or Latino) □ American Indian or Alaska Native (Not Hispanic or Latino)
□ Black or African American (Not Hispanic or Latino) □ Two or More Races (Not Hispanic or Latino)
□ Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) □ I do not wish to disclose.
□ Asian (Not Hispanic or Latino)
Definitions of race/ethnic categories

**Hispanic of Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

**White (Not Hispanic or Latino)** - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Black or African American (Not Hispanic or Latino)** - A person having origins in any of the black racial groups of Africa.

**Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Asian (Not Hispanic or Latino)** - 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 Alaska Native (Not Hispanic or Latino)** - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

**Two or More Races (Not Hispanic or Latino)** - All persons who identify with more than one of the above five races.