

Invitation to Self-Identify - Race/Ethnicity and Sex

Nondiscrimination Notice: It is an unlawful employment practice for an employer to fail or refuse to hire or discharge any individual, or otherwise to discriminate against any individual with respect to the terms and conditions of employment, because of such individual's race, color, religion, sex, sexual orientation, gender identity, national origin or any other characteristic protected under federal, state, or local law.

Kforce Inc. ("Kforce") is soliciting this information in order to assist in our client in their ongoing efforts to assess the diversity of their applicant pool and workforce. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will remain confidential and will not be used for any purpose that is inconsistent with federal, state, or local law.

The race/ethnicity categories and definitions listed below are those established by the federal government for certain reporting purposes.

NAME: Andrew Sharp

DATE: 03/14/2022

SEX: Female Male Non-Binary I Choose Not to Self-Identify

RACE/ETHNICITY

- Hispanic or Latino
- American Indian or Alaskan Native Asian
- Black or African American Native Hawaiian or Other Pacific Islander
- Two or More Races White
- I Choose Not to Self-Identify

- Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race
- 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
- 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
- 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
- Two or More Races (Not Hispanic or Latino): Persons who identify with two or more race categories named above
- White (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa

ADDITIONAL DIVERSITY DIMENSIONS

Veteran Status

I am a Protected Veteran I am not a Protected Veteran I Choose Not to Self-Identify

“Protected” veterans include the following categories: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These categories are defined below.

1. A “disabled veteran” is one of the following:
 - a. 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 Veterans Affairs; or
 - b. a person who was discharged or released from active duty because of a service-connected disability.
2. A “recently separated veteran” means 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.
3. An “active duty wartime or campaign badge veteran” means a 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 under the laws administered by the Department of Defense.
4. An “Armed forces service medal veteran” means 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 service medal was awarded pursuant to Executive Order 12985.

Disability Status

Yes No I Choose Not to Self-Identify

- If you are in need of any reasonable accommodations, please contact your HR Business Partner

LGBT

Yes No I Choose Not to Self-Identify

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