

Voluntary Equal Opportunity Applicant Data Record



The Town of Andover/Andover Public Schools is an equal opportunity employer. Qualified applicants and employees are treated without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, veteran status, disability(ies) or any other legally protected status.

As an equal opportunity employer, we comply with all relevant government regulations and affirmative action responsibilities. Solely to help us with equal opportunity record keeping, reporting and other legal requirements, we ask your cooperation in filling out the Applicant Data Record. Submission of this information is completely **voluntary**. This data is kept in a confidential file separate from the application for employment form.

Position Applied For:

Name:

Last Name

First Name

Middle Name

Gender: Male Female Non-Binary (Individuals who don't identify as just female or male.)

Please answer **BOTH** questions 1 and 2.

1. Are you Hispanic or Latino? (*Choose only one*)

No; not Hispanic or Latino.

Yes; Hispanic or Latino (A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.)

2. What is your race? (*Choose one or more*)

American Indian or Alaska 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.)

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)

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 original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.)

White (A person having origins in any of the original peoples of Europe, the Middle East, or North Africa)

SPECIAL EMPLOYMENT NOTICE TO DISABLED VETERANS, VIETNAM ERA VETERANS, AND INDIVIDUALS WITH PHYSICAL OR MENTAL DISABILITIES.

Government contractors are subject to Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 which requires that the employer take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era, and Section 503 of the Rehabilitation Act of 1973, as amended, which requires government contractors to take affirmative action to employ and advance in employment qualified disabled individuals.

If you are a disabled veteran, or have a physical or mental disability(ies), you are invited to volunteer this information. The purpose is to provide information regarding proper placement and appropriate accommodation to enable you to perform the job in proper and safe manner. This information will be treated as confidential. Failure to provide this information will not jeopardize or adversely affect any consideration you may receive for employment.

Check if any of the following are applicable:

- Vietnam Era Veteran
- Disabled Individual
- Disabled Veteran

Though all information provided is voluntary, I certify that answers given herein are true and complete to the best of my knowledge.

Signature

Date