



## EXPLANATION OF QUESTION 18 ON FRONT OF FORM: (DEMOGRAPHIC DATA)

Northwestern University is required by the Department of Education and Department of Labor Office of Federal Contract Compliance Programs (OFCCP), to acquire race and ethnicity data from all of its employees. In order to comply with the federal government's race and ethnicity reporting categories, we're required to collect data using a two-part question in order to allow employees to more accurately document their demographic information. This information is confidential and will be used for reporting purposes only in accordance with the provisions of applicable laws, executive orders and regulations. Individually identifiable information will be not reported.

Pursuant to Executive Order 11246, Executive Order 11375, Section 402 of the Vietnam Era Veterans Readjustment Act and Section 503 of the Rehabilitation Act of 1973, Northwestern University, a federal contractor, is required to compile data and prepare reports for the federal government with respect to our workforce demographics and take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era. The data collected is confidential and will not subject you to any adverse treatment.

"Disabled veteran" means (i) 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 (ii) a person who was discharged or released from active duty because of a service-connected disability.

"Other protected 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.

"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 (61 Fed. Reg. 1209).

"Recently separated veteran" means a 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.

"Disability" means 1) a physical or mental impairment which substantially limits one or more of a person's major life activities, 2) having a record of such impairment, or 3) being regarded as having such an impairment.

### Categories of disability identification:

Code	Disability	Code	Disability
A	Alcoholism	L	Heart Disease
B	Cancer	M	Mental Retardation
C	Cerebral Palsy	N	Multiple Sclerosis
E	Diabetes	O	Muscular Dystrophy
F	Drug Addiction	P	Orthopedic Disorder
G	Emotional Illness	R	Speech Impairment
I	Epilepsy	S	Visual Impairment
K	Hearing Impairment	T	Other

Information obtained concerning an individual's medical condition or history shall be kept confidential, except that 1) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans/individuals with disabilities and regarding necessary accommodations, and 2) first aid and safety personnel may be informed, when appropriate, if the condition might require emergency treatment, and 3) government officials investigating compliance with the Acts shall be provided relevant information upon receipt.

If an affected individual elects to not identify at this time, he or she may provide the information requested at a future time of his or her choosing by submitting a revised Personal Data Form.