Addendum 22

APPLICANT VOLUNTARY SELF-IDENTIFICATION

INSTRUCTIONS: Please read all instructions carefully before completing this form.

ANTI-DISCRIMINATION NOTICE: Girl Scouts of Michigan Shore to Shore is an equal opportunity employer, and bases all employment decisions solely upon an individual's qualifications. It is an unlawful employment practice for an employer to discriminate against any individual with respect to that individual's terms and conditions of employment because of such individual's race, color, religion, age, sex, national origin or disability.

In connection with voluntary affirmative action guidelines, the council invites applicants and employees to voluntarily self-identify their race or ethnicity.

Submission of this information is *strictly voluntary*, and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential.

Thank you for your assistance.

Applicant Name: (please print) _____ Male ☐ Female ☐

RACE/ETHNICITY:
Please check one of the descriptions below corresponding to the race/ethnic group with which you identify.

- ☐ **Hispanic or 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
- ☐ **Prefer not to respond**

Applicant Signature (Voluntary): _____

Date completed: _____

PLEASE RETURN FORM TO THE HUMAN RESOURCES DEPARTMENT