

Knoxville's Community Development Corporation

CONFIDENTIAL EMPLOYMENT APPLICANT DATA COLLECTION FORM

Knoxville's Community Development Corporation (KCDC) is committed to providing equal employment opportunities for all persons. Accordingly, every effort will continue to be exerted to avoid unlawful discrimination against protected groups and to develop programs to employ them at all organizational levels, in compliance with all applicable federal and state laws.

To ensure the effectiveness of the KCDC's affirmative action program, applicants are requested to answer the questions listed below. This information, provided by the applicant in personally non-identifiable form, will be used only for statistical compilation and analysis. This information will not be a part of the KCDC's employment decision with regard to the applicant. Since race/sex identification is a critical reporting factor, data collection forms with no race/sex identification will not be processed. Completion of this form is entirely voluntary.

Department/Position applying for _____

Please check appropriate categories:

Sex: Female
 Male

American Indian or Alaskan Native
 Asian or Pacific Islander
 Black Non-Hispanic
 White Non-Hispanic
 Hispanic

} Refer to back of form for definitions

Age: _____

Do you have a disability? Yes No

Are you a veteran? Yes No (Refer to the back of this form for the definition)

How did you learn about this position? (Check all that apply)

- KCDC Job Posting
- KCDC Job Telephone Line
- KCDC Website
- Newspaper (please identify) _____
- Web posting on a recruitment site (please identify) _____
- Referral from an organization other than KCDC (please identify) _____
- Career Day/Job Fair
- Other (please identify) _____

Upon receipt, this form will be separated from the application form and be destroyed.

The categories are defined as follows:

1. American Indian or Alaskan Native: Any person having origin in any of the original peoples of North America and maintaining cultural identification through tribal affiliation or community recognition.
2. Asian or Pacific Islander: Any person having origin in any of the original peoples of the Far East, Southeast Asia, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa, or the Indian Subcontinent.
3. Black (not of Hispanic origin): Any person having origin in any of the Black racial groups.
4. Hispanic: Any person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture regardless of race.
5. White (not of Hispanic origin): Any person having origin in any of the original peoples of Europe, North Africa or the Middle East.
6. Veteran: Any honorably discharged person who served in the armed forces of the United States, or any women's organization connected with those forces, during any war or armed conflict, or who has served since July 27, 1953. This service in the armed forces includes training time and service in the state National Guard and the United States Army Reserve.
7. Disabled Veteran: A veteran entitled to compensation (or one who was released or discharged from active duty) for a service-connected disability.