



UNIVERSITY of VIRGINIA
For Medical Center Employees
Invitation to Identify Disability – Section A
Invitation to Identify Veteran Status – Section B

The University of Virginia is an equal employment opportunity/affirmative action employer. Additionally, as a government contractor, the University is subject to the Vietnam Era Readjustment Assistance Act of 1974, Section 503 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act Amendments Act of 2008 (ADAAA). Our commitment to equal opportunity requires that we work to eliminate barriers that may exist for our employees with disabilities. We also have an affirmative responsibility to employ and advance in employment individuals with disabilities and/or veteran status. Your participation is essential to our efforts.

We ask for your assistance in meeting our commitment by responding to this form. ***This form is being sent to all employees. If you do not have a disability and you are not a veteran, no response is necessary.*** Please provide information in Section A on any impairment you may have that qualifies as a disability under the ADAAA, any accommodation you are receiving under the ADAAA, and/or your need for an accommodation under the ADAAA. Also, please see Section B on how to review and update your information regarding veteran status.

This information will aid the University in evaluating the needs of our employees and taking measures to meet those needs. The information will also assist us in complying with reporting and accommodation requirements under federal law. ***Your response will be kept confidential.*** However, if you use this form to request an accommodation(s) to assist you in performing the essential functions of your job, you will be contacted to discuss assistance.

Providing this information is voluntary. Neither providing nor refusing to provide it will subject you to adverse treatment. This information will not be used in a manner inconsistent with the law.

Name _____ Date _____
 Department _____
 U.V.a. Email _____ Phone _____

Section A: Disability Identification

Under the ADAAA, a person has a disability if he/she 1) has a physical impairment that substantially limits one or more major life activities; 2) has a record of such impairment; or 3) is regarded as having such an impairment.

1. Using the definition above, do you have a disability? Yes No
 (If yes, please select all that apply.)

- | | |
|--|---|
| <input type="checkbox"/> 520 Alcoholism | <input type="checkbox"/> 521 Drug addiction |
| <input type="checkbox"/> 610 Allergies | <input type="checkbox"/> 630 Epilepsy |
| <input type="checkbox"/> 400 Amputation of at least one upper and one lower limb | <input type="checkbox"/> 300 Impairment involving three or more (major) limbs |
| <input type="checkbox"/> 410 Amputation of one or two upper limbs | <input type="checkbox"/> 310 Impairment involving one upper, one lower limb |
| <input type="checkbox"/> 420 Amputation of one or two lower limbs | <input type="checkbox"/> 320 Impairment involving one or two upper limbs |
| <input type="checkbox"/> 430 Amputation of other and unspecified parts | <input type="checkbox"/> 330 Impairment involving one or two lower limbs |
| <input type="checkbox"/> 100 Blindness, both eyes | <input type="checkbox"/> 340 Other and ill-defined impairments |
| <input type="checkbox"/> 110 Blindness, both eyes (some correction) | <input type="checkbox"/> 600 Malignancies |
| <input type="checkbox"/> 120 Blindness, one eye | <input type="checkbox"/> 500 Other mental, psychoneurotic and personality disorders |
| <input type="checkbox"/> 140 Other Visual Impairment | <input type="checkbox"/> 530 Mental retardation – mild |
| <input type="checkbox"/> 640 Cardiac, circulatory and respiratory | <input type="checkbox"/> 532 Mental retardation – moderate |
| <input type="checkbox"/> 200 Deafness, unable to talk | <input type="checkbox"/> 534 Mental retardation – severe |
| <input type="checkbox"/> 210 Deafness, able to talk | <input type="checkbox"/> 660 Speech impairment |
| <input type="checkbox"/> 220 Other Hearing impairment | <input type="checkbox"/> 700 Multiple disabilities |
| <input type="checkbox"/> 650 Digestive and uro-genital | <input type="checkbox"/> 701 Not Clearly Defined |
| <input type="checkbox"/> 620 Diseases of the blood | <input type="checkbox"/> 670 Other _____ |

2. Are you currently receiving an accommodation? Yes No
(If yes, please explain below.)
3. Do you need any accommodations that you are not currently receiving to enable you to perform your job?
 Yes No (If yes, please explain below.)
4. Do you require special assistance in case of an emergency evacuation? Yes No
5. If yes, is there an emergency evacuation plan in place in your department that addresses your needs?
 Yes No Unsure

Section B: Veteran Status

If applicable, please check all that apply:

- Disabled veteran:** 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 A person who was discharged or released from active duty because of a service-connected disability.
- Armed Forces Service Medal Veteran:** 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 FR 1209, 3 CFR, 1996 Comp. p159).
- Recently Separated Veteran:** A veteran during the one-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.
- Recently Separated Veteran:** 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.
- Special Disabled Veteran:** (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 Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) A person who was discharged or released from active duty because of a service-connected disability.
- Veteran of the Vietnam-Era:** A person who: (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, and who was discharged or released there from with other than a dishonorable discharge, if any part of such active duty was performed: (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in any other location.
- Other Protected Veterans:** 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. The information required to make this determination is available at <http://www.opm.gov/veterans/html/vgmedal2.htm>