

New Employee Self-Identification Form

Race/Ethnicity and Sex

Duke University and Health System is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights and regulations. In order to comply with these laws, the University invites employees to voluntarily self-identify their sex, race and ethnicity.

Although the University is asking you to complete this survey to assist us in complying with federal reporting requirements, doing so is completely voluntary. You will suffer no adverse consequences if you do not provide this information. The information will be kept confidential and will be used only in accordance with applicable law, executive orders, and regulations, including those that require the University to summarize and report the information it collects to the federal government.

You can access additional information about the collection of sex/race/ethnicity information on the Office of Institutional Equity website at: <http://www.duke.edu/web/equity/eoo.html>

Sex Identification

- Female
- Male

Race/Ethnicity Identification

The categories listed below are the only options available for federal reporting purposes.

1. Do you consider yourself to be Hispanic/Latino? (A person of Cuban, Mexican, Puerto Rican, South or Central American descent, or other Spanish culture or origin, regardless of race).

- Yes. Answering the race question below is **optional**.
- No. Answering the race question below is **required**.

2. *Select one or more of the following racial categories to describe yourself:*

- American Indian or Alaskan Native:** A person having origins in any of the original peoples of North and South America, (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
- Black or African American:** A person having origins in any of the Black racial groups of Africa.
- 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.
- Native Hawaiian or 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.

Duke Unique ID

Employee Name (Please Print)

Employee Signature

Date