



Kidz Care Academy

Voluntary Self-Identification Form (Confidential- For Statistical Use Only)

Kidz Care Academy is subject to certain governmental recordkeeping and reporting for administration of civil rights and regulations. In order to comply with these laws, KCA invites employees to voluntarily self-identify their gender and race or ethnicity. Submission of this form is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations including those which require the information to be summarized and reported to the government for civil rights enforcement. When reported, data will not identify any specific individual.

Last Name:	First Name:	Middle Initial:
School/Location:		
Gender: (Check one) <input type="checkbox"/> Female <input type="checkbox"/> Male		

Hispanic or Latino:

Are you Hispanic or Latino?

- No, I am not Hispanic or Latino.
- Yes, I am Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, Central or South American, other Spanish culture or origin, regardless of race.

Ethnicity: Important--- Only complete this section if you checked: NO, I am not Hispanic or Latino: in the Hispanic or Latino section above.

- White- A person having origins in any of the original peoples of Europe, Middle East, or North Africa.
- Black or African American--- A person having origins in any of the black racial groups of Africa.
- Native Hawaiian or other Pacific Islander- A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- 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, Philippine Island, Thailand, and Vietnam
- American Indian or Alaska Native- 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- A person who identifies with more than one of the above races/ethnicities.

Note: Race and ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins.

Employee Signature _____	Date _____
For Director Use Only	

According to Equal Employment opportunity Commission instructions, observer identification may be used if an employee declines to self-identify. If an employee declines to self-identify, the Director or Recruiter must complete the top portion of this form and indicate such below.

Observer Identification (only complete this section if employee declines to self-identify):

_____	_____	_____
Print Name	Signature	Date

An Equal Opportunity Employer

Kidz Care Academy is an equal opportunity employer and does not discriminate on the basis of race, color, religion, gender, age, national origin, disability, sexual orientation, or any other classification protected by Federal, State, or local law.

