

MATURA Action Corporation

Applicant Confidential Information

MATURA Action Corporation is committed to Equal Opportunity and Affirmative Action. This information is requested as part of MATURA's responsibility to maintain a nondiscriminatory workplace and to provide equal opportunities. The information that you provide assists MATURA with planning, monitoring and evaluating its equal opportunity policy. Providing this information is voluntary; however, your cooperation is critical to ensuring we have a diverse workplace. The responses are deemed confidential, and this section is removed prior to your application being processed. Your choice not to self-disclose will not adversely affect you as an applicant. This portion of the employment forms is filed separately from the Employment Application.

Employee Name: _____ Preferred Name: _____
Position Applied for: _____ Date: _____
Referral Source: _____ MATURA Website _____ Website (other: please specify _____)
_____ MATURA Employee _____ Newspaper/Radio Ad
_____ Agency/Other _____ Friend/Relative

Gender: _____ Male _____ Female
Age: _____ Under 18 _____ 19-29 _____ 30-39 _____ 40-49
_____ 50-59 _____ 60-69 _____ 70 and over

Highest Level of Education:
_____ 0 - 8 years _____ 9 – 12 years, but not a high school graduate _____ High School Graduate
_____ Post high school vocational or business school _____ Some college, less than BA or BA degree
_____ BA, BS, or similar undergraduate degree _____ MA, MS, or similar graduate degree
_____ PhD, JD, or similar professional degree _____ MD or similar professional degree

Racial/Ethnic Group:
_____ American Indian or Alaska Native _____ Black or African American _____ White
_____ Asian _____ Native Hawaiian/Pacific Islander _____ Hispanic or Latino (All Races)
_____ Nonresident alien _____ Two or more races (Those who identify with more than one of the above)

Check if any of the following apply: (Please read definition and examples of disabilities and major life activities)

Disabled: _____ Yes _____ No _____ I do not wish to self-disclose

The American's with Disabilities Act (ADA) and the follow up amendment (ADAAA) retain the basic definition of "disability" as an impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment. However, the ADAAA broadens the definition of "disability" by modifying key terms of that definition by: expanding the definition of "major life activities"; redefining who is "regarded as" having a disability; modifying the regulatory definition of "substantially limits"; specifying that "disability" includes any impairment that is episodic or in remission if it would substantially limit a major life activity when active; and prohibiting consideration of the ameliorative effects of "mitigating measures" when assessing whether an impairment substantially limits a person's major life activities.

Examples of Disabilities: *Physical or mental impairment* – any physiological disorder or condition, cosmetic disfigurement, or anatomical loss effecting one or more of the following body systems; neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hernic and lymphatic, skin or endocrine.

Major life activities – means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, working, and receiving education or vocational training.

Veteran: _____ Yes _____ No

If yes, which branch? _____ Dates of Service: from ____/____/____ to ____/____/____
_____ Veteran of the Vietnam era _____ Recently separated veteran
_____ Other protected veteran _____ Special disabled veteran