



Affirmative Action Questionnaire

UCP Heartland is an equal opportunity employer with an affirmative action program. The completion of the information below is voluntary and will be kept confidential. Information contained in this questionnaire will not be used in employment selection.

Please submit this form separately from your employment application.

Position Applied For

Referral Source

Gender (real or perceived)

Ethnicity

Race

Are you between 40 and 70 years of age?

Do you have a disability?

A disability is a physical or a mental impairment that substantially limits a major life activity such that a person has difficulty in securing, maintaining, or advancing in employment without reasonable accommodation(s). This includes a person with a disability, a record of a disability, or considered to have a disability.

Are you a disabled veteran?

Includes a person rated at 30% or more, or a discharge for a disability incurred or aggravated in the line of military duty.

Vietnam era veteran?

A person on active military duty for more than 180 days or discharged for a service-connected disability, and any part of the duty occurred between August 5, 1964 and May 7, 1975. The person must also have other than a dishonorable discharge.

Signature

Signing or including your name is optional.