INVITATION TO IDENTIFY
(Employees with Disabilities and Veterans)

Cold Spring Harbor Laboratory has developed an Affirmative Action Plan to employ, and advance in employment, qualified individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, and Armed Forces Service Medal veterans. This Affirmative Action Plan is available for inspection in the Human Resources Department during regular business hours.

If you have a disability or are a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces Service Medal veteran and would like to be considered as a participant under our Plan, please tell us. This information is voluntary, and failure to disclose it will not subject you to any adverse action. You may also identify yourself at any time in the future if you do not wish to do so now. This information is confidential except that: (1) supervisors and managers may be told about restrictions on the work or duties of persons with disabilities and necessary accommodations; (2) first aid and safety personnel may be informed regarding the need for possible emergency treatment; and (3) government officials reviewing compliance with the law may be informed.

I am an ( ) Individual with a Disability ( ) Disabled Veteran ( ) Recently Separated Veteran ( ) Other Protected Veteran ( ) Armed Forces Service Medal Veteran, and I am voluntarily requesting coverage under the Affirmative Action Plan.

My disability is: __________________________________________________________

War/Campaign/Expedition:________________________(Other Protected Veterans only)

Date of Discharge:________________________(Recently Separated Veterans only)

I have the following special skills: _____________________________________________

_____________________________________________________________________

The following special accommodations would permit me to perform jobs utilizing my

skills: ________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

Print Name __________________________

Signature ___________________________   Date ____________________________
DEFINITIONS

The term “Disabled Veteran” means: (1) 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 (2) A person who was discharged or released from active duty because of a service-connected disability.

The term “Recently Separated Veteran” means any 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.

The term “Other Protected Veteran” means 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, under the laws administered by the Department of Defense. Go to http://www.opm.gov/veterans/html/vgmedal2.htm for a list.

The term “Armed Forces Service Medal Veteran” means any 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). Go to http://www.opm.gov/veterans/html/vgmedal2.htm for a list.

The term “individual with a disability” means any person who has a physical or mental impairment which substantially limits one or more of such person’s major life activities; has a record of such an impairment; or is regarded as having such an impairment.