

COUNTY OF SUTTER

EMPLOYEE SELF-IDENTIFICATION OF ETHNICITY & GENDER

Anti-Discrimination Notice. The County of Sutter does not discriminate on the basis of race, color, religious creed, sex, marital status, age, national origin, medical condition (cancer or genetic characteristics/information), mental or physical disability (including AIDS or HIV), ancestry, sexual orientation, gender identity, gender expression, military and veteran status, pregnancy, childbirth and related medical conditions, or any other classification protected by federal, state or local laws or ordinance.

Sutter County is subject to certain nondiscrimination and affirmative action recordkeeping and reporting requirements which require the employer to invite employees to voluntarily self-identify their race/ethnicity. Submission of this information 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 federal laws, executive orders, and regulations, including those which require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes. When reported, data will not identify and specific individual.

If you choose not to self-identify your race/ethnicity at this time, the federal government requires this employer to determine this information by visual survey and/or other available information.

Name \_\_\_\_\_

Department \_\_\_\_\_

Job Title \_\_\_\_\_

- Permanent Employee, Extra Help, Temporary, or Contract Employee, Male, Female

For the purposes of the report, the following race/ethnic categories will be used:

- White (not of Hispanic or Latino): A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
Black or African American (not Hispanic or Latino): A person having origins in any of the Black racial groups of Africa.
Hispanic or Latino: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
Native Hawaiian or Pacific Islander (not Hispanic or Latino): A person having origins in any of the original peoples of the Hawaii, Guam, Samoa, or other Pacific Islands.
Asian (not Hispanic or Latino): A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, including, for example Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
Native American or Alaskan Native (not Hispanic or Latino): A person having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
Two or More Races (Not Hispanic or Latino): a person who primarily identifies with two or more of the above five race/ethnicities.