

Request for Self-Identification of Protected Veteran Status

Oct. 26, 2016

Dear Colleagues:

The University of Kentucky is committed to the development of a diverse workforce through affirmative measures to promote the employment of women and members of all minority groups.

On March 24, 2014, the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) revised the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), as amended, regulations to update and strengthen federal contractors' affirmative action and nondiscrimination responsibilities for protected veterans.

As part of that revision, OFCCP mandates that all federal contractors, including colleges and universities, begin inquiring whether individual employees are a protected veteran. A veteran is a "protected veteran" under VEVRAA if he or she falls into one or more of the following categories: disabled veteran; recently separated veteran; active duty wartime or campaign badge veteran; or Armed Forces service medal veteran.

As a federal contractor, UK (like other public colleges and universities) is required by federal law to reach out to, recruit, and provide equal opportunity to protected veterans.

To help us measure our performance, we are asking you to tell us if you are a protected veteran by completing the survey with the link below. Completing this survey is voluntary and the information you provide will be kept confidential in accordance with federal law and not used against you in any way.

The University of Kentucky Office of Institutional Equity and Equal Opportunity is charged with reporting data through the Affirmative Action Plan to the Department of Labor Office of Federal Contract Compliance Programs. Employees are urged to visit <https://go.uky.edu/VeteranStatus> to fill out the survey. Click on the link and login with your myUK credentials and you will be directed to the survey. To ensure timely and accurate collection of responses, please visit the link to complete the requested information by **November 30, 2016**. If you have questions, please contact the Office of Institutional Equity and Equal Opportunity at 859-257-8927.

The OFCCP believes there is a substantial disparity in the employment rate of protected veterans with factors limiting the ability of veterans to seek, find, keep, and thrive in jobs which contributes to veterans being underutilized in the federal contractor workforce.

Addressing the barriers veterans face upon returning to civilian life is the focus of a number of federal efforts, including these revised VEVRAA regulations.

For additional information on the revised regulation, Vietnam Era Veterans' Readjustment Assistance Act please visit: <http://www.dol.gov/ofccp/regs/compliance/vevraa.htm>.

Thank you for your assistance and cooperation with this important matter. The University of Kentucky aspires to be an inclusive, welcoming place to all people. Efforts such as this one are part of that effort.

Eli Capilouto, President

Patty Bender, Interim Associate Vice President for Institutional Equity