



EEO-4 Voluntary Self Identification Form

The Equal Employment Opportunity Commission (EEOC) requires all State and local governments with 100 or more employees to submit demographic workforce data in an EEO-4 report every other year. Covered employers must invite employees to self-identify gender, ethnicity, and race for this report.

Completion of this form is voluntary and will not affect your opportunity for employment, or the terms or conditions of your employment. If you do not wish to disclose information, please mark "I do not wish to disclose." This form will be used for EEO-4 reporting purposes only and will be kept separate from all other personnel records only accessed by the Human Resources Department. Please return the completed form to the Kendall County Human Resources Department.

NAME: _____

JOB TITLE: _____

DEPT./OFFICE: _____

DATE COMPLETED: _____

GENDER: *Please check one of the options below.*

_____ Male _____ Female _____ Non-binary _____ I do not wish to disclose.

ETHNICITY: *Please check one of the options below.*

_____ Yes, I am **Hispanic or Latino**: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.)

_____ No, I am **not Hispanic or Latino**.

_____ I do not wish to disclose.

RACE: *Only complete this section if you checked, "No, I am not Hispanic or Latino." Select ONE of the following categories:*

_____ **White (Not Hispanic or Latino):** A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

_____ **Black or African American (Not Hispanic or Latino):** A person having origins in any of the black racial groups of Africa.

_____ **Native Hawaiian or Pacific Islander (Not Hispanic or Latino):** A person having origins in any of the peoples of 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 or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

_____ **Native American or Alaska Native (Not Hispanic or Latino):** A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.

_____ **Two or more races (Not Hispanic or Latino):** All persons who identify with more than one of the above five races.

_____ I do not wish to disclose.