

# DEFINITIONS

## EEO Ethnicity and Race Categories

### **White (Not Hispanic or Latino)**

A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

### **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)**

A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

### **American Indian or Native Alaskan (Not Hispanic or Latino)**

A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

### **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, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

### **Hispanic or Latino**

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

### **Black or African American (Not Hispanic or Latino)**

A person having origins in any of the black racial groups of Africa.

## Veteran Status

### **Veteran**

An individual who served in the army, navy, air force, marine corps or coast guard of the United States or in an auxiliary service of one of those branches.

### **Other Protected Veteran**

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.

### **Veteran of the Vietnam-Era**

1. Served in the military, ground, naval or air service of the United States on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred:
  - (a) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or
  - (b) between August 5, 1964 and May 7, 1975 in all other cases; or
2. Was discharged or released from active duty for a service connected disability if any part of such active duty was performed:
  - (a) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or
  - (b) between August 5, 1964, and May 7, 1975 in all other cases.

### **Disabled Veteran**

Disabled veteran means "an individual who has served on active duty in the armed forces, has been separated therefrom under honorable conditions, and had established the present existence of a service-connected disability or is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the Department of Veterans Affairs or a military department." (5 USCS § 2108)

### **Special Disabled Veteran**

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 the laws administered by the Department of Veterans Affairs for a disability:
  - (a) rated at 30 percent or more, or
  - (b) rated at 10 or 20 percent in the case of a veteran who has been determined to have a serious handicap under Section 3106 Title 38, U.S.C., or
2. A person who was discharged or released from active duty because of a service-connected disability.