



Fairfax County
Department of
Human Resources
Guide to
Personnel Data
Standards

ETHNICITY AND RACE IDENTIFICATION
(Please read the Privacy Act Statement and Instruction before completing this form.)

Name (Last, First, Middle Initial)

Employee ID Number:

Birthdate (Month and Year)

Privacy Act Statement

Ethnicity and race information is requested under the authority of 42 U.S.C. Section 2000e-16 Providing this information is **voluntary** and has no impact on your employment status, but in the instance of missing information, your employing agency will attempt to identify your race and ethnicity by visual observation. This information is used as necessary to plan for equal employment opportunity throughout Fairfax County Government. It is also used in the production of summary descriptive statistics and analytical studies in support of the function for which the records are collected and maintained, or for related workforce studies. Social Security Number (SSN) is requested under the authority of Executive Order 9397, which requires SSN be used for the purpose of uniform, orderly administration of personnel records, i.e., payroll, and income taxes. Providing this information is voluntary and failure to do so will have no effect on your employment status. If SSN is not provided, however, other agency sources may be used to obtain it.

Please identify the racial/ethnic category you most closely identify with by placing an "X" in the corresponding box within one of the two following categories: Non-Hispanic or Hispanic.

NON-HISPANIC

WHITE (No- Hispanic or Latino) All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

BLACK OR AFRICAN-AMERICAN (Non-Hispanic or Latino) All persons having origins in any of the original peoples of black racial groups of Africa.

ASIAN (Non-Hispanic or Latino)

Chinese/Chinese-American: Persons having origins in any of the original peoples of China.
 Japanese/Japanese-American: Persons having origins in any of the original peoples of Japan.
 Filipino/Pilipino: Persons having origins in any of the original peoples of the Philippine Islands.
 Pakistani/East Indian: Persons having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).
 Other Asian: Persons having origins in any of the original peoples of the Far East (including Korea, Malaysia, Cambodia, Thailand and Vietnam), and Southeast Asia.

AMERICAN INDIAN or ALASKAN NATIVE (Non-Hispanic or Latino) All persons having origins in the original people of North America (including Central America), and who maintains tribal affiliation or community attachment.

NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (Non-Hispanic or Latino) All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

TWO OR MORE RACES Or ETHNICITIES (Non-Hispanic or Latino) All persons who identify with two or more racial categories listed above.

HISPANIC or LATINO

HISPANIC or Latino (including Black individuals whose origins are Hispanic)

Mexican/Mexican-American/Chicano: Persons of Mexican culture or origin, regardless of race.
 Latin-American/Latino: Persons of Latin American (e.g., Central American, South American, Cuban, Puerto Rican) culture or origin, regardless of race.
 Other Spanish/Spanish-American listed above: Persons of Spanish culture or origin, not included in any of the Hispanic categories listed above

GENDER

Male

Female

CHOOSE NOT TO SELF-IDENTIFY

I choose not to self-identify.