

## **Veteran Status Voluntary Self-Identification Survey Frequently Asked Questions**

### **1. Why am I being asked to provide this information?**

Because UT Dallas is a federal contractor, we must reach out to, hire and provide equal opportunity to veterans. To help us measure how well we are doing, we are inviting you to tell us if you are a Veteran. Completing this form is voluntary, but we hope you will choose to fill it out.

### **2. What changes do the new VEVRAA regulations make to the contractor's (UTD's) obligations to invite applicants to self-identify as a protected veteran?**

The new VEVRAA regulations require UT Dallas to invite applicants to self-identify as a protected veteran prior to making a job offer, in addition to the post-offer self-identification that is already in place, OFCCP added this requirement so that contractors can track the number of protected veterans who apply for jobs and use this data to assess the effectiveness of their outreach and recruitment efforts. The pre-offer invitation to self-identify is included in UTD's application materials. After making a job offer to an applicant, the new regulations retain the obligation that we invite applicants to voluntarily self-identify as belonging to any of the specific categories of protected veteran (e.g., recently separated veteran; disabled veteran) on which we are required to report.

### **3. Why did OFCCP revise its VEVRAA regulations?**

OFCCP revised the VEVRAA regulations to update and strengthen contractors' affirmative action and nondiscrimination responsibilities. UT Dallas' responsibilities with respect to affirmative action have remained unchanged since the VEVRAA implementing rules were first published in 1976. Meanwhile, increasing numbers of veterans are returning from tours of duty in Iraq, Afghanistan, and other places around the world, and many face substantial obstacles to finding employment upon leaving the service. Gulf War-era II veterans, in particular, have an unemployment rate far higher than the national average.

In 2012, according to statistics of the employment situation of veterans for that year, about 2.6 million of the nation's veterans had served during Gulf War-era II. The unemployment rate for this category of veterans was 9.9 percent, compared to non-veterans at 7.9 percent.

Addressing the barriers veterans face upon returning to civilian life is the focus of a number of federal efforts, including these revised VEVRAA regulations. The new regulations will help to ensure that contractors: List their jobs so that veterans can know about and apply for them; have the data they need to measure and tailor their outreach and recruitment of veterans; and take other necessary actions to employ and advance in employment these veterans. It also increases OFCCP's flexibility in how it conducts compliance evaluations, which will lead to more effective and efficient enforcement of VEVRAA.

### **What changes do the new VEVRAA regulations make to the definitions section of the regulations?**

#### **4. The new VEVRAA regulations make several changes to the definitions section of the regulations:**

A definition of "protected veteran" has been added to provide a comprehensive term to refer to any veteran that is protected under the VEVRAA regulations; (disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, Armed Forces Service Medal veteran)

The term "other protected veteran" has been replaced with the more accurate and specific term "active duty wartime or campaign badge veteran" to describe that group of protected veterans. These are veterans that 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;

A definition of "pre-JVA veteran" has been added to denote the groups of veterans previously protected under the now rescinded Part 60-250.

### **Where can I get a copy of the new regulations?**

#### **5. The new VEVRAA regulations are available on the OFCCP Web site at [www.dol.gov/ofccp/VEVRAARule](http://www.dol.gov/ofccp/VEVRAARule), where you can read them as published in the *Federal Register* or as posted in the *Electronic Code of Federal Regulations (eCFR)*.**

**6. Is there anyone at UT Dallas that can discuss additional questions I have regarding the Disability survey?**

Yes, Nancy Bowles (x2223) and Marco Mendoza (x4412), in the Office of Institutional Equity ([institutionalequity@utdallas.edu](mailto:institutionalequity@utdallas.edu)), will be glad to set-up a time to review any questions you have.