

Invitation to Self-Identify – Disability and Veterans

Effective: Moved to Policy Library from UPM 4.4(2)

Reviewed and Updated: April 2025

Contact: [Office of Equal Opportunity \(OEO\)](#)

Introduction

Iowa State University is committed to achieving excellence through a workforce that is welcoming to all. Iowa State University does not discriminate on the basis of race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age, marital status, sexual orientation, gender identity, genetic information, status as a U.S. veteran (disabled, Vietnam, or other), or other protected class.

Policy Statement

Iowa State University invites new hires to self-identify:

- in compliance with federal law;
- as a federal contractor subject to Section 503 of the Rehabilitation Act of 1973, as amended; and
- in accordance with the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended.

These laws require federal contractors to take affirmative action to employ and advance in employment qualified persons with disabilities, qualified special disabled veterans, and qualified Vietnam era veterans. The responses to this invitation are recorded for compliance and planning purposes only.

Resources

Links

- [Equal Opportunity and Affirmative Action Policy](#)
- [Office of Equal Opportunity](#)
- [Rehabilitation Act of 1973, US Department of Labor](#)
- [Veterans, US Department of Labor](#)