

MUSC is a government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended. VEVRAA requires government contractors to take affirmative action to employ and advance in employment specified categories of veterans protected by the Act, and prohibit discrimination against such veterans. **Further, VEVRAA requires federal contractors and subcontractors to compile and submit annually, a report on the number of current employees who are covered veterans that are protected by the Act.** The covered categories of veterans have recently changed, and it is now necessary to resurvey all veterans in the workforce to allow them the opportunity to self-identify their category(s).

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by OFCCP, or enforcing the Americans with Disabilities Act, may be informed as a part of their enforcement duties.

Veterans – Please check all that apply – you may check more than one category

Special Disabled Veterans - (A) A person who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability (i) rated at 30 percent or more, or (ii) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 3106 of Title 38, U.S.C. to have a serious employment handicap, or (B) a person who was discharged or released from active duty because of a service-connected disability.

Disabled Veterans - A veteran who: (a) is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (b) was discharged or released from active duty because of a service-connected disability.

Vietnam Era Veterans - A person who: (A) served on active duty for a period of more than 180 days, and was discharged or released with other than a dishonorable discharge, if any part of such active duty occurred: (i) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in all other cases; or (B) was discharged or released from active duty for a service connected disability if any part of such active duty was performed (i) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in any other location.

Other Protected Veterans - 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. For further explanation, click on - <http://www.opm.gov/veterans/html/vgmedal2.asp>.

Newly separated from active duty within the preceding 12 months - A veteran, who served on active duty in the U.S. military, ground, naval or air service, during the one-year period beginning on the date of such veteran's discharge or release from active duty.

Newly separated from active duty within the preceding 36 months - A veteran, who served on active duty in the U.S. military, ground, naval or air service, during the three-year period beginning on the date of such veteran's discharge or release from active duty.

Armed Forces Service Medal Veterans - a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 Fed. Reg. 1209). For further explanation, click on - <http://www.opm.gov/veterans/html/vgmedal2.asp>.