



The federal government collects workforce and student data by race/ethnicity from employers. Employers meeting the reporting thresholds have a legal obligation to provide the data; it is not voluntary. The data is collected using reports submitted by the employers and is used for a variety of purposes including enforcement of equal employment opportunity laws, self-assessment by employers, and research. Each of the reports collects data about gender and race/ethnicity by some type of job grouping. This information is also shared with other authorized federal agencies in order to avoid duplicate collection of data and to reduce the burden placed on employers.

In order to comply with this new law, MUSC must resurvey all employees to allow you to voluntarily self-identify your race or ethnicity for our files. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

All institutions are required to collect data from employees and students using the following two-part question on their survey instrument:

The **first question** asks whether the respondent is Hispanic or Latino or is Not Hispanic or Latino. The term Hispanic or Latino is defined as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

The **second question** asks the respondent to select **one or more** races from the following five racial groups:

- * American Indian or Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America), and who maintains a tribal affiliation or community attachment.

- * Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

- * Black or African American: A person having origins in any of the black racial groups of Africa.

- * Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

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