

Race, Ethnicity, Disability, and Veteran Status Survey Frequently Asked Questions

1. Why are University employees asked to provide personal information such as race/ethnicity, disability and veteran data?

Answer: The University of Connecticut is a federal contractor and receives funds from the federal government in the form of financial aid and research funding. Federal contractors are required to complete an annual Affirmative Action Plan and is mandated to report employee and applicant summary demographic, disability and veteran data to the [Office of Federal Contract Compliance Programs](#) (OFCCP) of the U.S. Department of Labor. Additionally, as a state agency, the University is required to submit an annual Affirmative Action Plan with aggregate demographic data to the [Connecticut Commission on Human Rights and Opportunities](#).

2. Is the information I provide kept confidential?

Answer: The information you provide is considered sensitive and private data, and it will be safeguarded. All data is securely stored and used for compliance and reporting purposes in aggregate form only. No individual information is released.

3. Can my answers to the survey affect my current position?

Answer: Absolutely not. Your answers to the survey are confidential and only used for reporting. The information is stored separately from your personnel file and cannot be used in any way to affect your employment position. Additionally, refusal to provide information will not subject you to any adverse treatment.

4. What race/ethnicity reporting obligations apply to the University of Connecticut?

Answer: The University of Connecticut is a federal contractor and is subject to the regulations of the Office of Federal Contract Compliance Programs. One of the areas enforced by the OFCCP is [Executive Order 11246](#), which requires affirmative action and prohibits federal contractors from discrimination against employees and applicants on the basis of protected classes, which include race, color, religion, sex, sexual orientation, gender identity and national origin.

The University is also a state agency and submits for review, an annual Affirmative Action Plan (Plan) as required by [Connecticut General Statute \(CGS\) §46a-68](#), to the CT Commission on Human Rights and Opportunities. The Plan includes quantitative and qualitative analyses including aggregate workforce and applicant demographic data.

5. What disability reporting obligations apply to the University of Connecticut?

Answer: As a federal contractor, the University of Connecticut is subject to the regulations of the Office of Federal Contract Compliance Programs. One of the areas enforced by the OFCCP is affirmative action as it applies to individuals with disabilities, including [Section 503 of the Rehabilitation Act of 1973, as Amended](#). Section 503 requires federal contractors to take affirmative action to recruit, hire, promote and retain individuals with disabilities and discrimination in employment against these individuals.

6. How does the University report on individuals with disabilities?

Answer: As a federal contractor, the University uses voluntarily self-reported data provided to prepare an annual report on the number employees and applicants identifying as an individual with disabilities. All data is summarized and does not identify individual employees or applicants. Employees are not required to disclose this information, but the University encourages them to do so in order to make the affirmative action plan and governmental reporting as accurate as possible.

7. What veteran employment obligations apply to the University of Connecticut?

Answer: The University is a federal contractor and is subject to the regulations of the Office of Federal Contract Compliance Programs (OFCCP). One of the areas enforced by the OFCCP is affirmative action as it applies to veterans, including the [Vietnam Era Veterans' Readjustment Assistance Act of 1974 \(VEVRAA\)](#).

8. How does the University report on the employment of veterans?

Answer: The University uses voluntarily self-reported data provided by new employees and veterans in annual reporting for the OFCCP. Reports include the number and types of veterans in the workforce and applicant pools. All data is reported in summary form and not by individual. Employees are not required to disclose this information, but the University encourages its employees to do so in order to make the affirmative action plan and governmental reporting as accurate and useful as possible.

9. If I am a veteran, may I choose more than one category of veteran status?

Answer: Yes. You should check all categories that apply to you. It is very likely that if you are a veteran you may fall into more than one category.

10. Who do I contact if I have questions or concerns about the survey?

Answer: If you have any questions about the survey or the data collected, you can contact the [Office of Institutional Equity via e-mail](#).