



Invitation To Be Considered For Affirmative Action Programs

This invitation is offered in compliance with Executive Order 11246, section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Veterans Equal Opportunity Employment Act of 1998, and the Jobs for Veterans Act of 2002, which require government contractors to take affirmative action to employ and advance in employment qualified females, minorities, individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, and Armed Forces service medal veterans. RMHMC's affirmative action program contains policies and procedures that assure compliance with our obligations.

As a federal contractor, RMHMC is required to take affirmative action on behalf of individuals that are female, minority, disabled, and those belonging to the protected veteran categories described below. It is RMHMC's policy to provide reasonable accommodations to any qualified applicant or employee. If you need such an accommodation, you may request this at any time. To do so, please contact Human Resources or the EEO Officer, Dee M. Burke, Director Human Resources and Corporate Services.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by OFCCP or the Americans with Disabilities Act may be informed.

The information provided will be used only in ways that are consistent with Executive Order 11246, Civil Rights Act of 1964, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Veterans Equal Opportunity Act of 1998, the Jobs for Veterans Act of 2002, and the Americans with Disabilities Act of 1990, as amended by the ADA Amendments Act of 2008.

Definition of an Individual with a Disability

A person who has a physical or mental impairment that substantially limits one or more of his or her major life activities, has a record of such an impairment, or is regarded as having such an impairment.

Definition of a Disabled Veteran

A veteran of the U.S. military, ground, naval or air service 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 Secretary of Veteran's Affairs, or who was discharged or released from active duty because of a service-connected disability.

Definition of Recently Separated Veteran

Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

Definition of Active Duty Wartime or Campaign Badge Veteran

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, under the laws administered by the Department of Defense.





Definition of Armed Forces Service Medal Veteran

Any 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.

Definition of Protected Veteran

A veteran who is protected by the nondiscrimination and affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974.

Steve ErkenBrack, President, RMHMC

