

**Equal Employment and Civil Rights Statement for Salt Lake County Employees**

Salt Lake County is an Equal Opportunity Employer. It is the policy of Salt Lake County not to discriminate in its employment practices including benefits or services based on race, color, national origin, sex, religion, age, disability, pregnancy, sexual orientation, gender identity, marital status, genetic information, military service or veteran status.

If you believe you have been denied any of these opportunities, you may contact the Salt Lake County Equal Employment Opportunity staff, the US Equal Employment Opportunity Commission (EEOC) or the Anti-Discrimination Division of the Utah State Labor Commission. You may file a complaint and cannot in any way be penalized for filing a complaint in accordance with Salt Lake County Human Resources Policies and Procedures or the state and federal agencies named above.

☐ **Appointed/Elected/Time Limited**

Appointed/elected/time limited are non-merit employees, considered at-will and are eligible for benefits. They do not serve a probationary period.

☐ **Merit/Sworn**

Merit/sworn employees are eligible for benefits. There is a six-month (regular merit) and twelve-month (sworn officer) probationary period for all new employees.

The status as a regular merit employee or sworn officer is conditional upon the satisfactory completion of this period as documented by a performance appraisal that the supervisor will complete prior to the end of the probationary period. Until successful completion of probation, the employee is considered at-will.

☐ **Temporary Employees**

Temporary employees are considered at-will and may be terminated at any time, for any reason, without notice. Such employees are not entitled to Salt Lake County benefits including, but not limited to, insurance, retirement, tuition reimbursement, paid vacation and sick leave, deferred compensation or other employment benefits.

Temporary employees work an average of 29 hours or less per week or an average of 129 hours or less per month.

**Print Name:**
**Employee ID**

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<b>Signature:</b>		<b>Date Signed:</b>	
<b>Gender:</b> <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Non-Binary		<b>Marital Status:</b> <input type="checkbox"/> Married <input type="checkbox"/> Single	

The following voluntary information is gathered for statistical purposes only. It is not shared with the hiring agency.

**Highest Education Level**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Less Than High School | <input type="checkbox"/> 2-Year College Degree   | <input type="checkbox"/> Doctorate (Academic)     |
| <input type="checkbox"/> High School Graduate  | <input type="checkbox"/> Bachelor's Level Degree | <input type="checkbox"/> Doctorate (Professional) |
| <input type="checkbox"/> Some College          | <input type="checkbox"/> Some Graduate School    | <input type="checkbox"/> Post-Doctorate           |
| <input type="checkbox"/> Technical School      | <input type="checkbox"/> Master's Level Degree   | <input type="checkbox"/> Choose Not to Disclose   |

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**Race/Ethnicity**

- |  |   |
|--|---|
| <input type="checkbox"/> American Indian/Alaskan Native (not Hispanic or Latino)         | <input type="checkbox"/> Asian (not Hispanic or Latino) |
| <input type="checkbox"/> Black or African American (not Hispanic or Latino)              | <input type="checkbox"/> Hispanic or Latino             |
| <input type="checkbox"/> Native Hawaiian/Other Pacific Islander (not Hispanic or Latino) | <input type="checkbox"/> White (not Hispanic or Latino) |
| <input type="checkbox"/> Two or More Races (not Hispanic or Latino)                      | <input type="checkbox"/> Choose Not to Disclose         |
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**Veteran Status**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Not a Veteran | <input type="checkbox"/> Disabled Veteran* (See Below) | <input type="checkbox"/> Widow/Widower of a Veteran |
| <input type="checkbox"/> Veteran       | <input type="checkbox"/> Spouse of a Veteran           | <input type="checkbox"/> Choose not to Disclose     |
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**Emergency Contact Name:****Emergency Contact Phone Number:**

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**Do you consider yourself an individual with a disability?**

An individual with a disability means a person who: has a physical or mental impairment which substantially limits one or more major life activities; has a record of such an impairment; or is regarded as having such an impairment.

☐ Yes   ☐ No**\* A Special Disabled Veteran (SDV)**

Special Disabled Veteran is a veteran who is entitled to compensation under laws administered by the Department of Veterans Affairs for a disability: rated at 30% or more; or rated at 10% or 20% in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment disability; or a person who was discharged or released from active duty because of a service connected disability.

☐ Yes   ☐ No