

SUMMER BOYS BASEBALL COACH / CITY SUMMER/SEASONAL STUDENT LABORER

The City of Virginia's Park and Rec Department is taking applications for up to three (3) SUMMER BOYS BASEBALL COACH positions. The three coaching positions will be for Virginia's Babe Ruth (13-14 year old), Junior Legion (15-16 year old), and Senior Legion (17-19 year old) teams.

A successful applicant will have the responsibility of teaching the game of baseball to Virginia's youth in a competitive baseball atmosphere, and will employ good organizational and communication skills to help to manage rosters, playing time, practice schedules, game schedules, and care and maintenance of baseball facilities and equipment. The coach will actively work to inform and update both the Virginia Baseball Association and City Park and Rec on a regular basis of team progress.

Additionally, coaches will have the opportunity to perform field maintenance work at the direction of the Park and Rec director in addition to general laborer work at other City parks on an hourly basis to essentially result in the coaching position being a "full-time" summer employment position from approximately June 1 - September 1.

Coaches will be paid according to the following schedule for satisfactory performance of coaching duties;

- a preliminary payment of \$500 on June 20, 2019;
- a second payment of \$500 on July 18, 2019, and
- a final payment of \$500 at the end of the season following compliance with all requirements.

Coaches who choose to be hired as full-time seasonal employees by the City to do Field Maintenance shall be assigned work for the City outside of Coaching duties. This assignment shall be approximately 20 hours per week, at the direction of the Park & Rec Director. Payment for this work shall be made by the City bi-weekly and shall be paid at the current City Student Laborer rate of \$13.54 per hour. Please note on your application if you want to be considered for a Summer Laborer position as well as the Coaching position.

Coaches will need to travel in their personal vehicles to away game sites. The City of Virginia shall pay standard IRS Mileage Rate for travel from Stock Field to game sites for game related travel. Coaches are expected to keep a mileage log for this travel and to submit it at the end of the season as documentation supporting reimbursement at the current IRS mileage reimbursement rate for business travel.

A Coaching Committee consisting of Park and Rec leadership and Virginia Baseball Association members will review all applications and will manage a selection process through final recommendations to the City for hire.

This posting will remain open until all positions have been filled, and coaching positions will be filled on a "first come, first served" basis through evaluation and recommendation by the Coaching Committee.

To apply, please visit the City's website at www.virginiamn.us/employment or pick up an Application Packet at City Hall, 327 1st Street South, Virginia MN 55792. Return completed applications to Sherry Erickson, Human Resources, at HR@virginiamn.us or drop off at City Hall.

Virginia Baseball Association

Coaching Requirements

UPDATED 1/23/2019

Section 1: General

- 1.1 Summer baseball head coaching positions exist for the following classifications: Babe Ruth, American Legion - Junior, and American Legion-Senior.
- 1.2 The prime function of the coaching position is to teach the game of baseball to the players in a competitive team environment.
- 1.3 The summer baseball season duration is conversationally from June 1 – August 1, and changes to that season duration will be communicated to the parents and players by the coach. Clearly, if school ball lasts into June due to playoffs the Legion season will begin at a later date, and if a summer baseball team is still in the playoffs the season may be extended beyond August 1.
- 1.4 The City of Virginia will hire the coach for each of the teams, subject to recommendations for hire as submitted to the City's Park and Rec Department by the Virginia Baseball Association. If more than one team exists in a given classification the Association will hire one head coach per team.
- 1.5 Coaches are responsible for developing rosters for their teams and for acquiring the needed documents including birth certificates, proof of residency, application forms and other documentation as needed or as directed by the Association. It's understood that most of this information will be secured during the registration process by the Association and the City
- 1.6 The coaching positions are seasonal, subject to acceptable performance (not won/lost record) and adherence to the standards and requirements of the position as set forth here, per the judgment of the Virginia Baseball Association Board and the Virginia Park and Rec Department.
- 1.7 The coach is responsible for all game equipment as well as for distribution and collection of all uniforms. Each head coach will receive a complete set of keys for all baseball facilities and equipment and will be responsible for turning the keys in at the end of the season. Each coach will be responsible for the team equipment, for promptly reporting defects in equipment to the Park and Rec department, and for turning in all equipment at the end of the season.
- 1.8 The coach will keep records of all uniforms issued and then collected at the end of the season and will turn that list into the Association, after which uniform deposits will be returned to the players.
- 1.9 In order to receive final pay for the Coaching position, each Coach needs to meet with an Association Board member or appointed representative to review the season. This review will include a determination of adherence to all standards and requirements of the position as communicated and as contained herein, as well as return of all equipment and keys to the City of Virginia.

1.10 If the Coach is employed as a seasonal summer employee they will be paid bi-weekly based upon hours turned in as worked. If the Coach accepts the coaching position solely, they will be paid according to the following schedule; a preliminary payment of \$500 at the final normal City pay date in June; a second payment of \$500 at the normal City pay date immediately following July 15, and a final payment of \$500 at the end of the season following compliance with all requirements in 1.9 above.

1.11 In both employment cases, the City of Virginia shall pay mileage to Coaches for baseball-related travel from Stock Field to game sites. Coaches are expected to keep a mileage log for this travel and to submit it at the end of the season as documentation supporting reimbursement at the current IRS mileage reimbursement rate for business travel.

1.12 Coaches are expected to be in the same uniforms as the players. Additionally, coaches are expected to wear the hard coaching caps when coaching on the bases. The exception to this rule is an adult helper who may be in the dugout to score the game.

1.12 The coach may have assistant coaches; however, these assistant coaches will be volunteer positions and will not be paid by the Association.

1.13 Coaches are expected to comply with all registration requirements for the position, including the following: i) documented successful completion of a background check and documented completion of a concussion protocol training program as directed by the City or the ; ii) completion of a CPR and Emergency First Aid class as provided by the City. These requirements do not need to be done prior to being hired by the City but they do need to be successfully completed before the first contact with team members in a baseball coaching role.

1.14 Recommendations for hiring of coaches will be provided through an Association approved procedure, subject to a review of coaching requirements and criteria, and which may include one or more of the following: phone interview, in-person interview, or other such method. The City Park and Rec Director will participate in the coaching process.

1.15 The Coaching position is defined as an at-will position in the State of Minnesota. As such, coaches may be subject to discipline and if necessary termination for failure to comply with standards of conduct and performance specified in the American Legion Rule book. A copy of the Rule Book for each year is available online and a copy of the rule book will be given to each Coach at the beginning of the season.

Section 2 – Playing Time

2.1 The coach has the sole discretion of playing time for the players, in consideration of the players' performance and conformance to the following standards, and in no particular order: skill level, practice attendance, team attitude, professionalism, conduct, and willingness to accept instruction and guidance.

2.2 Equal playing time is not an expectation of the coach and it is not an expectation of the program. It is expected that the coach balances the need to play all players during the season that adhere to the standards in 2.1 with the need to place a competitive team on the field.

2.3 It is expected that the Coach clearly communicate the expectations on playing time to the players at the beginning of the season.

Section 3 - Communication

3.1 The coach needs to communicate openly with both parents and players about game schedules, practice schedules, tournament work schedules, fundraisers, etc.

3.2 The coach needs to provide contact information to both parents and players and needs to receive contact information from all players.

3.3 Coaches should readily give feedback to players about their skill level and about recommended areas for improvement. These discussions should take place professionally and with courtesy, and a coach shouldn't talk about one player's skill to another player.

3.4 If approached by parents coaches should openly give feedback about the child's skill level if asked, again without using other players as examples.

3.5 If any meetings relating to performance, discipline, etc. are requested the Coach will contact the Association and a Board member will participate in the meetings with the coach.

3.6 It is expected that the Coach maintain a professional baseball relationship with all players in matters relating to baseball. This professional relationship does not mean that the Coach cannot be friendly with the players or even that the Coach cannot develop friendships with a player or players; rather, it defines the necessity to be cordial and even-handed in all baseball communications with the players so as to avoid the perception or the reality of favoritism.

3.7 The Coach and the Association will cooperate to provide game schedules to the Virginia Park and Rec Department for posting on its website as well as for providing any changes in the schedule to the Park and Rec for posting on the website, or for posting on any applicable social media (Facebook, Twitter, etc) that is provided by the City for summer baseball.

Section 4 – Practices and Games

- 4.1 Coaches are expected to have regular practice schedules. The coach is responsible for setting the practice schedule and for communicating the schedule to players and parents per the contact listing. Practices will set accordingly by the coach within the game schedule and will be subject to field availability.
- 4.2 Practices should focus on the total game of baseball. Individual skill stations are encouraged, game situation training is encouraged, batting practice is encouraged, while scrimmages are discouraged. Focus on developing players to play multiple positions is encouraged.
- 4.3 At the younger player levels the coach should ensure that each player has a ride to the game, encouraging players to find rides with other players. Coaches shall not provide transportation to players.
- 4.4 Acceptable standards for pitching, pitch count, and catching games or innings need to be adhered to. It is damaging to the program to only have a single catcher or to only pitch two or three players on a team. Skill development and demonstration in game situations is encouraged.

Section 5 – Field Maintenance and Operation

- 5.1 The coach has the responsibility of ensuring that all facilities are locked up following practices and home games, as well as ensuring that the mound and plate are tarped.
- 5.2 The coach is encouraged to use players to help rake the mound, the plate, and the baselines following each game and following each practice.
- 5.3 The coach is expected to work with the City to rag the field prior to each game as well as to chalk the baselines and the batters boxes. If these tasks are not done by the City in the normal course of business, the coach may ask parents or players to help with these tasks.
- 5.4 The coach is responsible to ensure the dugouts and stands are clear of trash and debris after both practice and games, they are encouraged to use players in this effort to help to teach respect and instill pride in our facilities.
- 5.5 The coach is expected to solicit parent help for concession, and concession should be open at each home game.
- 5.6 Coaches and players for all levels are expected to be at the Land of the Loon tournament to support the tournament. This is the only fundraiser for the program and is a necessary ingredient for the success of the program. A schedule will be developed by the Legion Coach and Association President to ensure that there is coverage for concession, field prep, shagging balls, and admissions.

327 1st Street South Virginia, MN 55792
Phone (218) 748-7500



www.virginiamn.us
Fax (218) 749-3580

APPLICATION FOR EMPLOYMENT

We welcome you as an applicant for employment with the City of Virginia. It is the City of Virginia's policy to provide equal opportunity in employment. The City of Virginia will not discriminate on the basis of race, color, creed, age, religion, national origin, marital status, disability, sex, sexual orientation, familial status, status with regard to public assistance, local human rights commission activity or any other basis protected by law.

Please furnish complete information, so we may accurately and completely assess your qualifications. You may attach any other information which provides additional detail about your qualifications for employment in the position you seek. Please refer to the Applicant Data Practices Advisory for information regarding what is considered public and private information as an applicant, and if you are selected for the position, as an employee.

The City of Virginia accommodates qualified persons with disabilities in all aspects of employment, including the application process. If you believe you need a reasonable accommodation to complete the application process, please contact Sherry Erickson at 218-749-3578.

Please use ink, PRINT, and fill out this form completely. **A copy of your most recent resume must be attached along with at least three professional references.** All information contained on this application will be considered personal and confidential and used only in conjunction with your possible employment.

Position Desired _____ CHECK: Part-Time Full-Time
 Temporary Seasonal

Name FIRST MIDDLE LAST

Address _____ Date _____

City State Zip _____ Daytime Telephone _____

Email Address _____ Alternate Telephone _____

Are you legally eligible to work in United States in the position in which you are applying? *(Proof of citizenship or work eligibility will be required as a condition of employment)* Yes No Are you at least 18 years old? Yes No

EDUCATION & LICENSING

Last Grade of School Completed: 9 10 11 12 Post High School: 1 2 3 4 Grad School

Name and Location of High School: _____ Did you graduate or obtain a GED?
 Yes No

List College(s), University(s), Business, Trade, Technical, and/or Vocational School(s) attended: *Use back of application if additional space needed.*

Name and Address of School	Course of Study	Completed <input type="checkbox"/> Yes <input type="checkbox"/> No	Diploma/Degree
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	

List any other courses, seminars, workshops, or training you have that may provide you with skills related to this position:

List any current licenses, registrations, or certificates you possess which may be related to this position:

Do you have a driver's license? Yes No

If yes, what type? A B C D Other
Please include copies of any certificates/endorsements.

Received on _____

EXPERIENCE

List work history beginning with most recent experience first.

Name of Employer

Type of Business

Address

Phone

Dates Employed
From To

Starting Title

Last Title

Name of Supervisor

May we contact now?
 Yes No

Reasons for Leaving

Description of Job Duties

SELECT ONE:
 Full-Time Part-Time

If Part-Time, avg. hrs per wk:

How many and what type of positions did you supervise?

Name of Employer

Type of Business

Address

Phone

Dates Employed
From To

Starting Title

Last Title

Name of Supervisor

May we contact now?
 Yes No

Reasons for Leaving

Description of Job Duties

SELECT ONE:
 Full-Time Part-Time

If Part-Time, avg. hrs per wk:

How many and what type of positions did you supervise?

Name of Employer

Type of Business

Address

Phone

Dates Employed
From To

Starting Title

Last Title

Name of Supervisor

May we contact now?
 Yes No

Reasons for Leaving

Description of Job Duties

SELECT ONE:
 Full-Time Part-Time

If Part-Time, avg. hrs per wk:

How many and what type of positions did you supervise?

UNPAID EXPERIENCE

Describe any unpaid or volunteer experience relevant to the position for which you are applying (you may exclude, if you wish, information which would reveal race, sex, religion, age, disability, or other protected status)

MILITARY EXPERIENCE

Did you serve in the Armed Forces? Yes No

Do you wish to apply for Veterans' Preference points? Yes No

Describe your duties in the Armed Forces:

If you are applying for Veteran's Preference Points, you must complete the enclosed "Application for Veterans' Preference points", and submit the application and required documentation to the City of Virginia by the application deadline of the position for which you are applying.

AUTHORIZATION

I certify that all information I have provided in this application for employment is true and complete to the best of my knowledge. Any misrepresentation or omission of any fact in my application, resume or any other materials, or during any interviews, can be justification for refusal of employment, or if employed, will be grounds for dismissal, regardless of length of employment or when the misrepresentation or omission is discovered.

I acknowledge that I have received a copy of the job description summary for the position/s for which I am applying. I further acknowledge my understanding that employment with the City of Virginia is "at will," and that employment may be terminated by either the City of Virginia or me at any time, with or without notice.

With my signature below, I am providing the City of Virginia authorization to verify all information I provided within this application packet, including contacting current or previous employers. However, I understand that if, in the Employment Experience section I have answered "No" to the question, "May we contact your current employer?", contact with my current employer will not be made without my specific authorization.

I further understand that criminal history checks may be conducted (after I have been selected for an interview, in the case of non-public safety positions) and that a conviction of a crime related to this position may result in my being rejected for this job opening. I also understand it is my responsibility to notify the City of Virginia in writing of any changes to information reported in this application for employment.

Signature

Date

CITY OF VIRGINIA

Applicant Data Practices Advisory

The Minnesota Government Data Practices Act (Minn. Stat. §§ 13.01 – 13.90) includes two sections affecting applicants seeking employment with the City of Virginia. First, under “Rights of Subjects of Data” (Minn. Stat. § 13.04), when an applicant is asked to provide information about him/herself, the City must advise you of:

- The purpose and intended use of the data;
- Whether you may refuse or are legally required to supply the requested data;
- Any known consequences arising from your supplying or refusing to supply the data; and
- The identity of other persons or organizations authorized by State or Federal law to receive the data you provide.

Second under “Personnel Data” (Minn. Stat. §13.43) the following data on you as an applicant for employment by a public agency is automatically public:

- Your veteran’s status;
- Your job history;
- Your education and training;
- Your relevant test scores;
- Your rank on our eligibility list; and
- Work availability.

As an applicant, your name is considered private until you are certified as eligible for appointment to a position or are considered by the appointing authority to be a finalist for a position in public employment.

If you are hired, the following additional data about you will be considered public information:

- Your name;
- Your employee identification number (which is not your Social Security number);
- Your actual gross salary, contract fees, salary range, and actual gross pension;
- The value and nature of employer paid benefits;
- The basis for and the amount of any added remuneration, including expense reimbursement, in addition to your salary;
- Your job title, bargaining unit (if applicable) and job description;
- The dates of your first and last employment with us;
- The status of any written complaints or charges against you while you work for the City of Virginia, regardless whether or not they have resulted in disciplinary action, the final disposition of any disciplinary action and supporting documentation;
- Your work location and work telephone number;
- Your education and training background;
- Work-related continuing education;
- Honors and awards you have received;
- Payroll timesheets or other comparable data that are only used to account for your works time for payroll purposes: except to the extent that release of time sheet data would reveal employee’s reasons for the use of sick or other medical leave or other non-public data;
- Your previous work experience;
- The “complete” terms of any settlement agreement (including buyout agreements) except that the agreement must include the specific reasons if it involves the payment of more than \$10,000 of public money; and
- Your badge number. This data is private if the candidate is applying for or is hired for an undercover law enforcement position.

All data concerning you which is placed in your personnel file and which is not addressed in statute as public data (see above listing) is private data. This private data will be available to you and those members of city staff needing it to process city records. In addition, the following persons or organization are authorized by state and federal law to receive this data if they so request in certain circumstances:

- The Bureau of Census;
- Federal, State and County Auditors;
- The State Department of Public Welfare;
- The Department of Human Rights;
- Federal Officials investigating compliance of Affirmative Action and Equal Employment Opportunities;
- Labor organizations and the Bureau of Mediation Services;
- Data may also be made available through court order.

With the exception of the optional data requested, the data you provide is needed to identify you and you assist in determining your suitability for the position for which you are applying. The optional data is used in summary form by the city’s Affirmative Action Program to monitor protected class employment and meet federal, state and local reporting requirements. Furnishing the optional data requested about you is voluntary.

NOTICE REGARDING SOCIAL SECURITY NUMBER: This information will be used for payroll taxes, insurance purposes, and retained in the employee’s data record.

NOTICE TO MINORS: Minors from whom private data or confidential data is collected have the right to request that parental access to the private data be denied.

NOTICE REGARDING REQUEST FOR MARRIAGE CERTIFICATE FOR VETERANS’ PREFERENCE DOCUMENTATION: This information will be used for documentation purposes for verifying marital status for requesting applicable spousal Veterans’ Preference credits.

If you have any questions regarding your rights as a subject of data, please contact the City of Virginia Human Resources Department at address, City, MN Zip. **This information is subject to change consistent with subsequent amendments to the Minnesota Government Data Practices Act.**

Signature

Date

Veterans' Preference

COMPLETE THIS FORM ONLY IF YOU ARE CLAIMING VETERANS' PREFERENCE

NOTE: VETERANS' PREFERENCE POINTS CANNOT BE CONSIDERED WITHOUT SUPPORTING DOCUMENTATION. ATTACH COPY OF "MEMBER COPY 4" VETERAN'S DD214, OR OTHER DOCUMENTATION VERIFYING SERVICE. DOCUMENTATION MUST BE RECEIVED BY THE APPLICATION DEADLINE OF THE POSTING IN ORDER TO BE CONSIDERED. (VETERAN IS DEFINED BY MINN. STAT. § 197.447)

You must submit a PHOTOCOPY of your "Member Copy 4" of your DD214 or other documentation verifying service to substantiate the services information requested on the form. Claims not accompanied by proper documentation will not be processed. For assistance in obtaining a copy of your "member Copy 4" of your DD214, or other documentation verifying service, contact your County Veterans' Service Office.

The City of Virginia operates under a point preference system, which awards points to qualified veterans to supplement their application. Ten (10) points are granted to non-disabled veterans on open competitive examinations; Fifteen (15) points are awarded if the veteran has a service connected compensable disability as certified by the U.S. Department of Veterans Affairs (USDVA).

To qualify for preference for a **competitive exam**, you must have earned a passing score and been separated under honorable conditions from any branch of the armed forces of the United States after having served on active duty for 181 consecutive days, **or** by reason of disability incurred while serving on active duty, **or** after having served

the full period called **or** ordered for federal, active duty **and** be a United States citizen or resident alien. Veteran's preference may be used by the surviving spouse of a deceased veteran, who died on active duty or as a result of active duty, and by the spouse of a disabled veteran who is unable to qualify because of the disability.

To qualify for preference on a **promotional exam**, a veteran must have earned a passing exam score and received a USDVA active duty service connected disability rating of 50% or more. For a promotional exam, a qualified disabled veteran is entitled to be granted five (5) points. Disabled veterans eligible for such preference may use the five points preference only for the first promotion after securing employment with the City of Virginia.

Claims must be made on the form below and submitted with your application by the application deadline of the position for which you are applying. If the "Member Copy 4" DD214, or other documentation verifying service, is submitted to our office separate from this sheet, please attach a note with it indicating the position for which you are applying and your present address.

Name (Last)	(First)	(MI)	Position For Which You Applied
Address (Street)			Closing Date:
(City)	(State)	(Zip)	Phone Number
			Are you a US Citizen or Resident Alien? <input type="checkbox"/> YES <input type="checkbox"/> NO

VETERAN (10 points):

"Member Copy 4" of DD214 or DD215, or other documentation verifying service, must be submitted to receive points

Honorably discharged veteran Yes No

DISABLED VETERAN (15 points):

"Member Copy 4" of DD214, or other documentation verifying service, and USDVA letter of disability rating decision of 10% or more must be submitted to receive points

Percent of Disability: _____%

Have you ever been promoted within the City of Virginia employment? Yes No

SPOUSE OF DECEASED VETERAN (10 points or 15 if the veteran was disabled at time of death):

"Member Copy 4" of DD214 or DD215, or other documentation verifying service, photocopy of marriage certificate, spouse's death certificate and proof veteran died on or as a result of active duty must be submitted to receive points. You are ineligible to receive points if you have remarried or were divorced from the veteran.

Date of Death: _____ Have you remarried? Yes No

SPOUSE OF DISABLED VETERAN (15 points):

"Member Copy 4" of DD214 or DD215, or other documentation verifying service, and USDVA letter of disability rating decision of 10% or more must be submitted to receive points.

How does Veteran's disability prevent performance of a stated job "requirement?" Due to the veteran's service-connected disability the veteran is unable to qualify for this position because (be specific):

Signature _____

Date _____

CITY OF VIRGINIA

Information Regarding Claiming Veterans' Preference

Preference points are awarded to qualified veterans as defined by Minn. Stat. § 197.477, and to certain spouses of deceased or disabled veterans subject to the provision of Minn. Stat. §§ 197.447 and 197.455.

The veteran must:

- A. be a U.S. citizen or resident alien;
- B. have received a discharge under honorable conditions from any branch of the U.S. Armed Forces; AND have either:
 1. served on active duty for at least 181 consecutive days, or
 2. have been discharged by reason of service connected disability, or
 3. have completed the minimum active duty requirement of federal law, as defined by CFR title 38, section 3.12a, i.e., having fulfilled the full period for which a person was called or ordered to active duty by the United States President, or
 4. certified service and verification of "veteran status" granted under U.S. PL 95-202.

The information provided will be used to determine your eligibility for veterans' preference points. You are required to supply the following information:

- Attach a copy of the "Member Copy 4" of your DD214 or DD215, or other documentation verifying service. This copy must state the nature of discharge; i.e., honorable, general, medical, under honorable conditions.
- Disabled veterans must also supply a Military/United States Department of Veterans' Affairs Rating Decision that supports/verifies the fact that the injury was incurred while on, or as a result of, active duty service. Disability incurred while on, or as a result of, active duty for training purposes does not qualify for disabled veteran preference per Minn. Stat. §§ 197.455 and 197.447.
- A spouse of a deceased veteran, applying for preference points must supply their marriage certificate, the veteran's "Member Copy 4" DD214 or DD215, or other documentation verifying service, USDVA verification that veteran died on or as a result of active duty, a death certificate, verification of their marriage at the time of veteran's death, and that the spouse has not remarried.

Thank you for your military service and for your interest in employment with the City of Virginia. Please contact our office at (218) 748-7500 or your local County Veterans' Service Office, if you have any questions regarding veterans' preference.

CITY OF VIRGINIA

Equal Employment Opportunity Information

The information asked of you will be used to evaluate our overall efforts in reaching all segments of the population. The following information is VOLUNTARY and CONFIDENTIAL. This information is NOT A PART of the application file and is REMOVED from the application when received by our office. The City of Virginia appreciates your cooperation in our efforts to ensure affirmative action and equal opportunity.

Position(s) for which you are applying:

Gender: Male Female

With which racial/ethnic group do you identify?

- Black or African American
- Hispanic or Latino
- American Indian or Alaskan Native through Tribal affiliation or community recognition
- Caucasian/White
- Asian
- Native Hawaiian or other Pacific Islander
- Two or more races

Disability status, defined as:

- 1) Has a physical or mental condition that substantially or materially limits a major life activity (such as walking, talking, seeing, hearing or learning);
- 2) Has a history of a disability (such as cancer that is in remission);
- 3) Is regarded as having such an impairment.

Do you claim disability status? Yes No