

VIRGINIA HOUSING DEVELOPMENT AUTHORITY

PERSONS WITH DISABILITIES, DISABLED VETERANS & VIETNAM ERA VETERANS

INVITATION TO APPLICANTS

In accordance with regulations issued by the Department of Labor, Office of Federal Contract Compliance Programs, we are required to develop an Affirmative Action Program covering persons with disabilities, disabled veterans and veterans of the Vietnam Era.

Virginia Housing Development Authority has an Affirmative Action Program for employment, advancement in employment, and the administration of fair employment practices for qualified person with disabilities, disabled veterans, and veterans of the Vietnam Era.

A person with a disability is any person who (1) has a physical or mental impairment which substantially limits one or more such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.

Special Disabled Veteran means (A) a veteran 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 Department of Veterans' Affairs for a disability (1) rated at 30 percent or more, or (II) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 1506 of Title 38, U.S.C. to have a serious employment handicap or (B) a person who was discharged or released from active duty because of a service connected disability.

Veteran of the Vietnam-era means a person who: (A) served on active duty for a period of more than 180 days, and was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty occurred: (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964, and May 7, 1975, in all other cases; or (B) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964, and May 7, 1975, in all other cases.

Other Veterans means veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. To identify the campaigns or expeditions that meet this criterion, contact the Office of Personnel Management (OPM) and ask for the OPM VETS Guide, Appendix B. A local OPM telephone number may be found in the telephone book under Federal Government or consult Directory Assistance for your area code for the nearest OPM location. For those with Internet access the information required to make this determination is available at <http://www.opm.gov/veterans/htm/vgmedal2.htm>.

If you wish to be considered under any of these categories, please mark the appropriate box:

I, _____, wish to be considered under VHDA's Affirmative Action program.

- I am a person with a disability
- I am a disabled veteran
- I am a veteran of the Vietnam Era
- Other

I understand that this information is voluntary and shall be kept confidential, except that supervisors and managers may be informed as appropriate.

SIGNATURE

DATE