VOLUNTARY SELF-IDENTIFICATION OF DISABILITY

Why am I being asked to provide this information?

Florida law (Section 110.112, Florida Statutes) provides that each executive agency’s affirmative action planning efforts include individuals who have a disability. Agencies are to establish annual goals and develop affirmative action plans to meet their goals and provide equal employment opportunity to qualified individuals with disabilities.

You have an opportunity to voluntarily self-identify whether you have a disability as defined below. Information gathered from applicants and employees will help agencies measure progress in meeting their goals.

Choosing to self-identify having a disability is voluntary and will be used solely for affirmative action purposes. Your decision will not result in adverse treatment and any information you provide will be kept confidential and used only in accordance with the Americans with Disabilities Act.

What is considered a disability for purposes of this affirmative action program?

Section 110.107, Florida Statutes, defines an individual who has a disability for purposes of this affirmative action program as follows:

A person who has a physical or intellectual impairment that substantially limits one or more major life activities; a person who has a history or record of such an impairment; or a person who is perceived by others as having an impairment.