



Brandeis University

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| Office of Human Resources | Mailing Address: Mailstop 118 P.O.Box 549110 Waltham, Massachusetts 02454-9110 781-736-4464 | Office Address: Stony Brook Office Park Building 2, Suite 205 130 Turner Street Waltham, Massachusetts 02453 781-736-4466 |
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Memorandum

TO: Faculty and Staff
FROM: Scot Bemis, Vice President of Human Resources
SUBJECT: Vets-100 Report
DATE: October 3, 2007

Each year we are required to report to the U.S. Department of Labor the number of employees who work at the University who voluntarily identify themselves as Veteran of the Vietnam-era, Special Disabled Veterans, Newly Separated Veterans and Other Protected Veterans, and who are, therefore, entitled to affirmative action in employment.

Faculty and staff are invited to voluntarily identify themselves as Vietnam-Era Veterans, Special Disabled Veterans, Newly Separated Veterans and Other Eligible Veterans. Should you choose to disclose, the information will be used only in accordance with applicable federal regulations. Refusal to identify will not subject you to adverse treatment.

If you would like to disclose, based on the following definitions, please complete the form at the bottom of this page and return it to Laura Broussard, Office of Human Resources, MS 118, by Thursday, October 11, 2007.

Definitions of Veteran of the Vietnam-era, Special Disabled Veteran, Newly Separated Veteran and Other Protected Veterans are listed on the next page.

Please identify me as:

_____ Veteran of the Vietnam-era _____ Special Disabled Veteran
_____ Newly Separated Veteran _____ Other Protected Veteran

Signed: _____ Name: (Please Print) _____

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

Special Disabled Veterans – means (i) 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 Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) a person who was discharged or released from active duty because of a service-connected disability.

Newly Separated Veterans means any veteran who served on active duty in the U.S. military, ground, naval or air service during the one year period beginning on the date of such veteran's discharge or release from active duty.

Other Protected Veterans means veterans 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. For those with internet access, the information required to make this determination is available at <http://www.opm.gov/veterans/html/vgmedal2.asp>.