

Explanation of Voluntary Self-Identification

DLR Group is an Equal Opportunity Employer. We do not discriminate on the basis of any protected characteristic under applicable law. For government reporting purposes, we ask all candidates to respond to voluntary self-identification questions when completing a job application. We will also ask self-identification questions during the onboarding process, if you become an employee. Self-identification is completely voluntary. DLR Group will never insist that you disclose any self-identifying characteristic should you choose not to disclose. Information provided in voluntary self-disclosure will not be considered in the hiring process, or any process thereafter.

What will I be asked to Self-Identify? Why are you asking this?

You will be asked voluntary self-identification questions on the following information:

- Sex/Gender – As a government contractor, we are asked to provide workforce data for government reporting purposes, including the gender makeup of our workforce.
- Gender Identity – As an Equal Opportunity Employer, we do not discriminate on the basis of any protected characteristic. We welcome all individuals of all gender identities and ask you to voluntarily self-identify the gender identity that best aligns with you.
- Race/Ethnicity – As a government contractor, we are asked to provide workforce data for government reporting purposes, including the race/ethnicity makeup of our workforce.
- Veteran Status – As a government contractor subject to the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), we request information on veteran status in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA
- Disability Status – As a government contractor, the law requires us to provide equal employment opportunity to qualified people with disabilities. We have a goal of having at least 7% of our workers as people with disabilities. The law says we must measure our progress towards this goal. To do this, we must ask applicants and employees if they have a disability or have ever had one. People can become disabled, so we need to ask this question at least every five years.

What happens if I decline to identify?

Nothing. DLR Group will never ask that you opt a self-identification that does not align with you or self-identify when you do not wish to do so. Completing the voluntary self-identification is entirely voluntary. We hope you choose to do so, and your answer is confidential. No one who makes hiring decisions will see your answers. Your decision to self-identify or opt out is entirely yours and will not harm you in any way.

Resources

To learn more about voluntary-self-identification, please visit the [U.S. Department of Labor's Office of Federal Contract Compliance Programs \(OFCCP\)](#).

If you have any questions for us, please reach out to hr@dlrgroup.com.