

Affirmative Action and Demographic Data Guide

Use this guide to assist with coding affirmative action and demographic related fields on the Personal Data (0002) and Additional Personal Data (0077) infotypes. This information is gathered on the Employee Affirmative Action and Demographic Data form or similar agency employee questionnaire. This data is used in state and federal reports about equal opportunity and affirmative action efforts for the state workforce, and to help make better decisions to ensure fair representation and make our workforce more diverse and inclusive.

Personal Data (0002)

The following demographic data is maintained on the Personal Data (0002) infotype in HRMS:

- Sex Assigned At Birth
- Gender Identity

Additional Personal Data (0077)

The following is maintained on the Additional Personal Data (0077) infotype in HRMS:

- Ethnicity, Race, and Ethnic Origin
- Military Status
- EEO Exemption Status
- Veteran Status
- Disability
- LGBTQ+
- Military Spouse

Additional Resources:

[Employee Affirmative Action and Demographic Data form](#)

[HRMS Data Definitions Resource Guide](#)

[HRMS Support Hub](#)

[Washington Workforce Analytics](#)

[Diversity, Equity and Inclusion Information](#)

[Affirmative Action Laws & Rules](#)

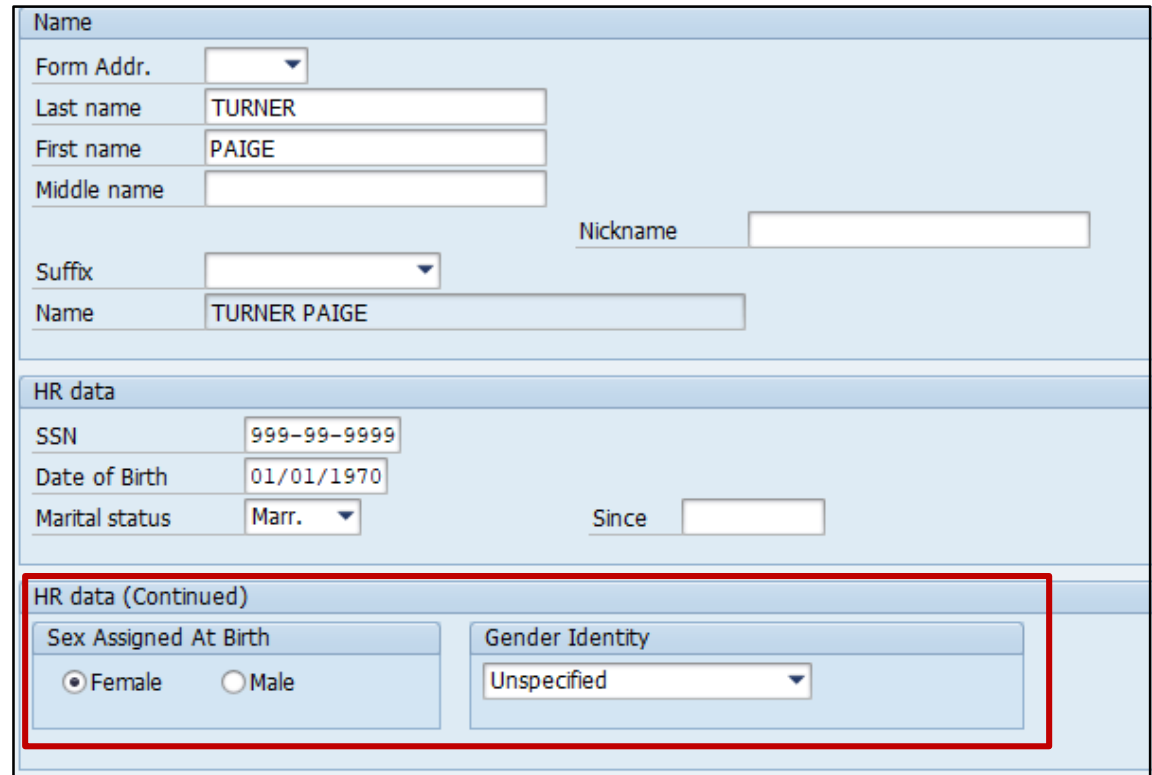
Personal Data

Personal Data (0002)

The following demographic data is maintained on the Personal Data (0002) infotype in HRMS:

- Sex Assigned At Birth
- Gender Identity

This information is gathered on the Employee Affirmative Action and Demographic Data form or similar agency employee questionnaire and is used in state and federal reporting.



Name	
Form Addr.	<input type="text"/>
Last name	TURNER
First name	PAIGE
Middle name	<input type="text"/>
Suffix	<input type="text"/>
Nickname	<input type="text"/>
Name	TURNER PAIGE

HR data	
SSN	999-99-9999
Date of Birth	01/01/1970
Marital status	Marr.
Since	<input type="text"/>

HR data (Continued)	
Sex Assigned At Birth	Gender Identity
<input checked="" type="radio"/> Female <input type="radio"/> Male	Unspecified

Note: This guide does not cover the remaining fields on this infotype. Refer to the New Hire Action (PA) – Create New Hire or Personal Data user procedures on the HRMS Support Hub for tips on completing those fields.

Sex Assigned At Birth

Employee gender designation for health insurance purposes is collected from the employee on the Employee Affirmative Action and Demographic Data form (or similar agency employee questionnaire) and populated in the Sex Assigned At Birth field. This data is used to meet current requirements for Medicare federal reporting and eligibility determinations, meet health plan vendor requirements, ensure coordination of benefits and efficient claims processing. This field shall not be used by state agencies for any workforce planning or reporting purposes.

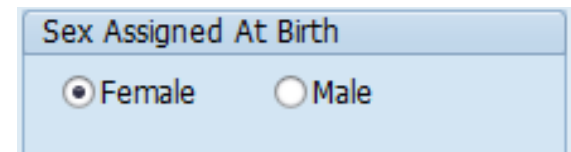
- Enter the employee's gender designation for health insurance purposes into HRMS by selecting the appropriate Sex Assigned At Birth radio button based on the employee's selection on the employee data form.
- The available selections for this field are Female or Male; and the system will default to Female. Keep the system default value if the employee chooses not to disclose this information.



6. Gender Designation for Health Insurance Purposes
(Used by doctors for billing)

Female Male

Sample selection on the Employee Affirmative Action and Demographic Data form.



Sex Assigned At Birth

Female Male

This example corresponds with the selections on the sample employee data form above.

Gender Identity

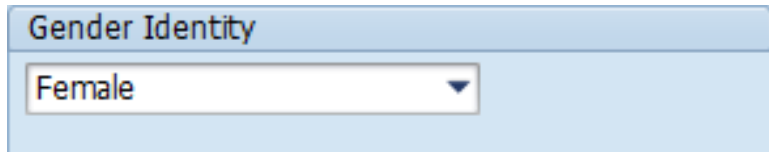
Gender identity data is collected from the employee on the Employee Affirmative Action and Demographic Data form (or similar agency employee questionnaire) to help determine workforce representation. This helps agencies and the enterprise develop and implement affirmative action plans and strategies to ensure fair representation and make our workforce more diverse and inclusive.

- Enter the employee's gender identity into HRMS by selecting the appropriate option in the Gender Identity drop down menu based on the employee's selection on the employee data form.
- This field will default to Unspecified. If the employee has not yet completed an Employee Affirmative Action and Demographic Data form (or other agency questionnaire) or did not provide a gender identity, select Unspecified in the Gender Identity field in HRMS.

5. Gender Identity

Female Male X/Non-binary

Sample Gender Identity selection on the Employee Affirmative Action and Demographic Data form.



The image shows a screenshot of a web form. At the top, there is a header bar with the text "Gender Identity" in blue. Below this is a dropdown menu with a white background and a blue border. The word "Female" is displayed in the dropdown, and a small blue triangle on the right side indicates that the menu is open.

This example corresponds with the selections on the sample employee data form above.

Additional Personal Data

Additional Personal Data (0077)

The following is maintained on the Additional Personal Data (0077) infotype in HRMS:

- Ethnicity, Race, and Ethnic Origin
- Military Status
- EEO Exemption Status
- Veteran Status
- Disability
- LGBTQ+
- Military Spouse

This information is gathered on the Employee Affirmative Action and Demographic Data form or similar agency employee questionnaire and is used for affirmative action and workforce diversity reporting.

The screenshot shows the 'Additional Personal Data' form with the following fields and values:

- Ethnic origin: Hispanic
- Ethnicity(New): Hispanic/Latino
- Race Data**
 - Race Category: (Selected)
 - American Indian/Alaskan Native:
 - Asian:
 - Black or African American:
 - Native Hawaiian or Other Pac Islander:
 - White:
- Military status: Rtrd Vet > \$500
- Beneficiary Identification Number: [Empty]
- Exempt from EEO
- Veteran Status**
 - Discharge Date: 08/31/1981
 - Protected Veteran
 - Special Disabled Veteran
 - Vietnam Era Veteran
 - Other Protected Veteran
 - Recently Separated Veteran
 - Armed Forces Service Medal Veteran
 - Disabled Veteran
 - Not a Protected Veteran
 - Prefers Not to Answer
 - Non Veteran
- Disability**
 - Status: Not informed/unkno...
 - Disability Date: [Empty]
 - Date Learned: [Empty]
- Additional Demographics**
 - LGBTQ+: Yes
 - Military Spouse: No

The start date of this infotype should be the start date of the appointment or the actual effective date of the change.

Ethnicity, Race, Ethnic Origin

Ethnicity and race data is collected from the employee on the Employee Affirmative Action and Demographic Data form (or similar agency employee questionnaire) to help determine workforce representation. This helps agencies and the enterprise develop and implement affirmative action plans and strategies to ensure fair representation and make our workforce more diverse and inclusive.

9. What race and/or ethnicity do you consider yourself? Select **all** that apply.

<input checked="" type="checkbox"/> American Indian or Alaska Native	<input checked="" type="checkbox"/> Hispanic or Latino	<input type="checkbox"/> Asian
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander	<input checked="" type="checkbox"/> Black or African-American	<input type="checkbox"/> White

Sample Race/Ethnicity options on the Employee Affirmative Action and Demographic Data form.

Ethnicity(New)

- If “**Hispanic or Latino**” is selected on the employee data form, enter Hispanic/Latino into the Ethnicity field in HRMS.
- If “**Hispanic or Latino**” is *not* selected on the employee data form, enter Not Hispanic/Latino into the Ethnicity field in HRMS.

Additional Personal Data

Ethnic origin [dropdown]

Ethnicity(New) Hispanic/Latino [dropdown]

This example corresponds with the selections on the sample employee data form above.

Additional Personal Data

Ethnic origin [dropdown]

Ethnicity(New) Not Hispanic/Latino [dropdown]

Note: When Ethnic Origin and Ethnicity fields are both populated, HRMS will display a warning message “Ethnicity(New) field maintained thus Ethnic origin field is disregarded”. This message is referring to the Ethnic Origin field being disregarded on the EEO-4 report. If the Ethnicity is set to Not Hispanic/Latino, then one or more Race check boxes must be selected or the employee will not be counted in the male/female by race columns on the EEO-4 report.

Ethnicity, Race, Ethnic Origin, cont...

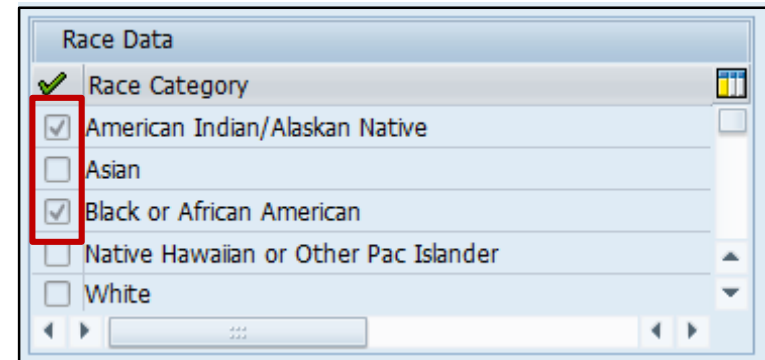
9. What race and/or ethnicity do you consider yourself? Select all that apply.

- | | | |
|--|---|--------------------------------|
| <input checked="" type="checkbox"/> American Indian or Alaska Native | <input checked="" type="checkbox"/> Hispanic or Latino | <input type="checkbox"/> Asian |
| <input type="checkbox"/> Native Hawaiian or Other Pacific Islander | <input checked="" type="checkbox"/> Black or African-American | <input type="checkbox"/> White |

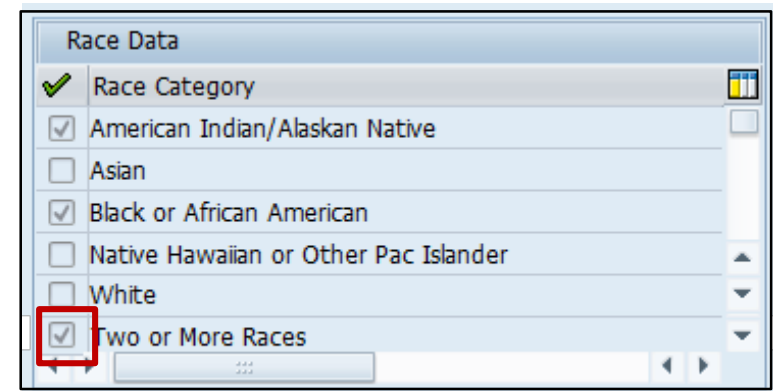
Sample Race/Ethnicity options on the Employee Affirmative Action and Demographic Data form.

Race Data

- Enter all race categories selected on the employee data form into HRMS by checking the corresponding boxes.
- If the employee's Ethnicity is set to Not Hispanic/Latino, it is important that one or more races are selected or the employee will not be counted on the EEO-4 report.
- If multiple races are selected, the system will prompt you to also check the Two or More Races box. **Do not check Two or More Races by itself.**



A screenshot of a 'Race Data' form. The form has a title bar 'Race Data' and a 'Race Category' header with a green checkmark. Below the header are several rows, each with a checkbox and a label: 'American Indian/Alaskan Native' (checked), 'Asian' (unchecked), 'Black or African American' (checked), 'Native Hawaiian or Other Pac Islander' (unchecked), and 'White' (unchecked). A red box highlights the checkboxes for 'American Indian/Alaskan Native' and 'Black or African American'.



A screenshot of a 'Race Data' form, similar to the one above. It has the same 'Race Category' header and the same five race categories. In addition, there is a 'Two or More Races' checkbox at the bottom, which is checked. A red box highlights this checkbox.

Ethnicity, Race, Ethnic Origin, cont...

Ethnic Origin

- Use the Ethnic Origin Crosswalk below to determine the appropriate Ethnic Origin selection in HRMS.

In the example to the right, Ethnic Origin was set to Hispanic/Latino even though multiple races were selected. This is because the crosswalk indicates Hispanic/Latino always overrides any race combination.

Ethnic Origin Crosswalk

If Ethnicity is:	and Race is:	then Ethnic Origin should be:
Hispanic/Latino	(blank)	Hispanic
Hispanic/Latino	American Indian/Alaska Native	Hispanic
Hispanic/Latino	Asian	Hispanic
Hispanic/Latino	Black or African American	Hispanic
Hispanic/Latino	Native Hawaiian or Other Pac Islander	Hispanic
Hispanic/Latino	White	Hispanic
Hispanic/Latino	any race combination	Hispanic
Not Hispanic/Latino	(blank)	White/Not Hispanic origin
Not Hispanic/Latino	American Indian/Alaska Native	American Indian/Alaskan
Not Hispanic/Latino	American Indian/Alaska Native + any other race	American Indian/Alaskan
Not Hispanic/Latino	Asian	Asian or Pacific Islander
Not Hispanic/Latino	Asian + Native Hawaiian or Other Pac Islander or White	Asian or Pacific Islander
Not Hispanic/Latino	Black or African American	Black/Not Hispanic origin
Not Hispanic/Latino	Black or African American + Asian, Native Hawaiian or Other Pac Islander, or White	Black/Not Hispanic origin
Not Hispanic/Latino	Native Hawaiian or Other Pac Islander	Asian or Pacific Islander
Not Hispanic/Latino	Native Hawaiian or Other Pac Islander + White	Asian or Pacific Islander
Not Hispanic/Latino	White	White/Not Hispanic origin

Note: When Ethnic Origin and Ethnicity fields are both populated, HRMS will display a warning message "Ethnicity(New) field maintained thus Ethnic origin field is disregarded". This message is referring to the Ethnic Origin field being disregarded on the EEO-4 report. If the Ethnicity is set to Not Hispanic/Latino, then one or more Race check boxes must be selected or the employee will not be counted in the male/female by race columns on the EEO-4 report.

Military Status

Military Status is collected to help determine an employee's eligibility for veteran's preference in a layoff. Prior to granting any veteran's preference, review the employee's DD Form 214 or alternate verification of military service and confirm they meet the requirements of the rule. This information is collected and confirmed prior to a layoff and not typically used in enterprise reporting.

- Enter the military status provided by the employee into HRMS by selecting the corresponding option in the Military Status drop down menu.

Military status	Discharge w/dis<1yr Srvc
Health Insurance Claim N	1 yr + w/honor disc <\$500
<input type="checkbox"/> Exempt from EEO	Discharge w/dis<1yr Srvc
Veteran Status	Non/Unspec Vet's Status
Discharge Date	Rtrd Dis Vet > \$500
<input type="radio"/> Protected Veterans	Rtrd Dis VtnmVet > \$500
<input type="checkbox"/> Special Disabled Vet	Rtrd Vet > \$500
<input type="checkbox"/> Vietnam Era Veteran	Rtrd VtnmVet > \$500
<input type="checkbox"/> Other Protected Ve	Sep/Retired Vet < \$500
<input type="checkbox"/> Recently Separated	Sep/Rtrd Dis VtnmVet<\$500
	Sep/Rtrd VtnmVet < \$500
	Unmrrd Spouse of Dcsd Vet

Notes:

Selecting an option under Military status will trigger completion of the Military Service (0081) infotype. Refer to the Military Service - Create New Record and Military Service - Change Existing Record procedures for creating and correcting that infotype.

The following Military Status selections are no longer used: Rtrd Dis Vet > \$500, Rtrd Dis VtnmVet > \$500, Rtrd VtnmVet > \$500, Sep/Rtrd Dis VtnmVet<\$500, and Sep/Rtrd VtnmVet < \$500.

The Seniority w Military (29) date type is available in HRMS to track military service that has been verified and meets layoff preference requirements.

EEO Exemption Status

- Check the “Exempt from EEO” box in HRMS if an employee is exempt from federal Equal Employment Opportunity (EEO) reporting.
- During a rehire or appointment change action, be sure to review the employee’s EEO Exemption status and update when necessary.

Notes: The EEO Exemption only applies to federal reports to the Equal Employment Opportunity Commission. Affirmative Action reports within the state of Washington include all employees – including those marked Exempt from EEO in HRMS.

The screenshot shows the 'Additional Personal Data' form in HRMS. It includes fields for 'Ethnic origin' (Hispanic), 'Ethnicity(New)' (Hispanic/Latino), and a 'Race Data' section with checkboxes for 'Race Category', 'American Indian/Alaskan Native', 'Asian', 'Black or African American', 'Native Hawaiian or Other Pac Islander', and 'White'. Below this is 'Military status' (Non/Unspec Vet's Status) and 'Health Insurance Claim Number'. At the bottom, the 'Exempt from EEO' checkbox is highlighted with a red box.

The Equal Employment Opportunity Act of 1972, section 701(f) provides the definition of employees exempt from EEO reporting:

(f) The term “employee” means an individual employed by an employer, except that the term “employee” shall not include any person elected to public office in any State or political subdivision of any State by the qualified voters thereof, or any person chosen by such officer to be on such officer’s personal staff, or an appointee on the policy making level or an immediate adviser with respect to the exercise of the constitutional or legal powers of the office. The exemption set forth in the preceding sentence shall not include employees subject to the civil service laws of a State government, governmental agency or political subdivision.

Veteran Status

Veteran data is collected from the employee to help determine workforce representation. This helps agencies and the enterprise develop and implement affirmative action plans and strategies to ensure fair representation and make our workforce more diverse and inclusive.

- Use the Veteran Status Crosswalk below to determine the appropriate Veteran Status selections in HRMS based on the employee's selections on the employee data form.

10. Veteran Status? Select all that apply.

Are you an Eligible Veteran?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	If yes, discharge date: 08/31/1981
Are you a Vietnam Era Veteran?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Type of discharge: <u>Honorable</u>
Are you a Veteran w/service-connected disability?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Are you a Special Disabled Veteran?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Sample Veteran Status options on the Employee Affirmative Action and Demographic Data form.

Veteran Status Crosswalk

Question	Response	HRMS Veteran Status Selection
Are you an Eligible Veteran?	Yes	Other Protected Veteran (and enter Discharge Date)
	No	Non Veteran
	Blank	Prefers Not to Answer
Are you a Vietnam Era Veteran?	Yes	Vietnam-era Veteran Other Protected Veteran
	No or Blank	No selection
Are you a Veteran w/service-connected disability?	Yes	Disabled Veteran Other Protected Veteran
	No or Blank	No selection
Are you a Special Disabled Veteran?	Yes	Special Disabled Veteran Other Protected Veteran
	No or Blank	No selection

The screenshot shows the 'Veteran Status' form with the following visible elements:

- Discharge Date:** 08/31/1981 (highlighted with a red box)
- Protected Veterans:**
 - Protected Veterans
 - Special Disabled Veteran
 - Vietnam Era Veteran
 - Other Protected Veteran (highlighted with a red box)
 - Recently Separated Veteran
 - Armed Forces Service Medal Veteran
 - Disabled Veteran
- Other Options:**
 - Not a Protected Veteran
 - Prefers Not to Answer
 - Non Veteran

Note: The following Veteran Status options are no longer used: Recently Separated Veteran, Armed Forces Service Medal Veteran, Not a Protected Veteran.

Disability

Disability data is collected from the employee on the Employee Affirmative Action and Demographic Data form (or similar agency employee questionnaire) to help determine workforce representation. This helps agencies and the enterprise develop and implement affirmative action plans and strategies to ensure fair representation and make our workforce more diverse and inclusive.

Disability information is often disclosed through other HR related processes; however, the employee must authorize any changes to their disability status for affirmative action purposes.

- Use the Disability Status Crosswalk below to determine the appropriate Disability Status selection in HRMS based on the employee's selection on the employee data form.

Disability Status Crosswalk

Question	Response	HRMS Disability Status Selection
Are you a person with a disability?	Yes	Has a disability (or previously had one)* (enter Disability Date and Date Learned)
	No	Does not have a disability
	Blank	Not informed/unknown

*Do not include those who *previously* had a disability since they no longer meet the definition. Use Does not have a disability instead.

Notes:

The Disability Date is not used by the state of Washington; however HRMS requires an entry if the Disability Status is set to Has a Disability (X). If you know the employee's disability date, enter that date; otherwise, enter the date you learned of the disability (same date as the Date Learned field).

Medical documentation is not required to confirm a disability for affirmative action purposes - the employee's attestation of the disability is sufficient. Data for persons with disabilities comes solely from the Disability check box and does not consider the Special Disabled Veteran box.

7. Are you a person with a disability?

Veterans with a service-connected disability may also meet the definition of a person with a disability. Select both if applicable.

Yes No

Sample Disability Status on the Employee Affirmative Action and Demographic Data form.

Disability

Status

Disability Date

Date Learned

This example corresponds with the selections on the sample employee data form above. Disability Date and Date Learned are the date the employee signed the form.

LGBTQ+ identity data is collected from the employee on the Employee Affirmative Action and Demographic Data form (or similar agency employee questionnaire) to help determine workforce representation. This helps agencies and the enterprise develop and implement affirmative action plans and strategies to ensure fair representation and make our workforce more diverse and inclusive.

- Enter the employee's LGBTQ+ identity into HRMS by selecting the appropriate option in the LGBTQ+ drop down menu based on the employee's selection on the employee data form.
- This field will default to Unspecified. If the employee has not yet completed an Employee Affirmative Action and Demographic Data form (or other agency questionnaire) or did not answer the LGBTQ+ question, select Unspecified in the LGBTQ+ field in HRMS.

8. Do you identify as LGBTQ+?

Information used to account for workforce representation.

Yes No

Sample LGBTQ+ status on the Employee Affirmative Action and Demographic Data form.

Additional Demographics	
LGBTQ+	Yes
Military Spouse	No

This example corresponds with the selections on the sample employee data form above.

Military Spouse

Military Spouse data is collected from the employee on the Employee Affirmative Action and Demographic Data form (or similar agency employee questionnaire) to help determine workforce representation. This helps agencies and the enterprise develop and implement affirmative action plans and strategies to ensure fair representation and make our workforce more diverse and inclusive.

12. Are you a military spouse or military registered domestic partner? Yes No

Sample Military Spouse on the Employee Affirmative Action and Demographic Data form.

- Enter the employee's military spouse status into HRMS by selecting the appropriate option in the Military Spouse drop down menu based on the employee's selection on the employee data form.
- This field will default to Unspecified. If the employee has not yet completed an Employee Affirmative Action and Demographic Data form (or other agency questionnaire) or did not answer the military spouse question, select Unspecified in the Military Spouse field in HRMS.

Additional Demographics	
LGBTQ+	Yes
Military Spouse	No

This example corresponds with the selections on the sample employee data form above.