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.

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.

Last Updated: January 2020
Sex AssIGNED At Birth

Employee sex assigned at birth data is collected from the employee on the Employee Affirmative Action and Demographic Data form (or similar agency employee questionnaire) for medical insurance reporting and used to comply with certain federal reporting requirements. This field shall not be used by state agencies for any workforce planning or reporting purposes.

- Enter the employee’s sex assigned at birth 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.
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.
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 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.

- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander
- Hispanic or Latino
- Asian
- Black or African-American
- 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](image)

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

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.
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.
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**

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

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.

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 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 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.

### Veteran Status Crosswalk

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

10. Veteran Status? Select all that apply.

- Are you an Eligible Veteran? Yes ☒ No □ If yes, discharge date: 06/31/1981
- Are you a Vietnam Era Veteran? Yes □ No ☒ Type of discharge: Honorable
- Are you a Veteran w/service-connected disability? Yes □ No ☒
- Are you a Special Disabled Veteran? Yes □ No ☒

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

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

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

*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.
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.
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.

- 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.