Required Items for Employment Application

Duke University

Legal Questions:

- Are you legally authorized to work in the United States?
- Will you now, or in the future, require sponsorship for employment visa status (e.g., “Green Card”, H-1B, TN, J-1, OPT)?

Demographic and Other Required information

Gender:

- Male
- Female
- Unknown
- Decline to Answer

Ethnicity:

- Hispanic/Latino
- Non-Hispanic/Latino
- Unknown
- Decline to Answer

Race (Can Choose Multiple):

- American Indian or Alaskan Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Unknown
- Decline to Answer

Veteran Status (see Item “5 - Voluntary Self-Identification of Veteran Status” for specific form):

Can choose 1 or more of the following:

- Disabled Veteran
- Active Duty Wartime or Campaign Badge Veteran
- Recently Separated Veteran
- Armed Forces Service Medal Veteran

OR, 1 of the following 2 options:

- I am a protected veteran, but I choose not to self-identify the classification to which I belong.
- I am NOT a protected Veteran

Disability Status (see Item “4 - Voluntary Self-Identification of Disability” for the specific form):

- Yes, I have a disability (or previously had a disability)
- No, I don’t have a disability
- I don’t wish to answer