

Frequently Asked Questions

Voluntary Self-Identification Campaign for Team Members 2025

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Q: What is happening?

If you are a CommonSpirit Health team member who is also a veteran, National Guard or Reserve member, military spouse/partner, or an team member with a disability, we invite you to voluntarily self-identify your status with CommonSpirit Health.

Q: Why is CommonSpirit asking for this information?

CommonSpirit Health values the contributions of our veterans, National Guard and Reserve members, active duty, military spouses/partners, and team members with disabilities. These team members bring unique skills, experiences, and a strong sense of duty and service that make them well-qualified for jobs in our health care ministry.

Our ministry has an ambitious goal to increase military new hires by 10% annually through FY2028. It is part of a larger goal to develop programs to recruit and hire a diverse

workforce that reflects our values of Compassion, Inclusion, Integrity, Excellence and Collaboration.

Self-identifying as a member of the military or disability communities helps:

- Acknowledge and honor a part of your identity while contributing to the present.
- Provide a more accurate picture of how many team members in our ministry serve or have served in the military.
- Better track new military and disability hires.
- Contribute to a more inclusive workplace.
- Make you aware of benefits or resources available to you.
- Share information from time-to-time to gather with other veterans or people with disabilities at events that may be of interest.
- Plan for future support and resources for our veterans, Guard and reserve members, military spouses, and team members with disabilities.
- Support required regulatory reporting.

Self-identifying is voluntary, and your data is protected information, which means this personal information as a job applicant or team member is legally protected from discrimination or misuse. There are numerous protections in place for veteran and disability self-identification.

[Watch a short video](#) (2 min, 9 sec.) about the importance of self-identifying.

Q: What does military status mean?

We define military status to be a:

- Protected veteran.
- Non-protected veteran.
- National Guard or reserve member.
- Active duty member.
- Military spouse.

Q: How do I know if I am a protected veteran?

You are a “protected veteran” under the Vietnam Era Veterans Readjustment Act of 1974 (VEVRRA) if you belong to one or more of the following categories of veterans described below.

- A “disabled veteran” is one of the following:
 - 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 Secretary of Veterans Affairs; or,

- A person who was discharged or released from active duty because of a service-connected disability.
- A “recently separated veteran” means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval, or air service.
- An “active duty wartime or campaign badge veteran” means a veteran who:
 - Served on active duty in the U.S. military, ground, naval, or air service during a war outlined in 38 U.S.C. Section 101, or,
 - Served on active duty in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An “Armed Forces service medal veteran” means a veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Q: How do I know if I’m a veteran for the purpose of self-identification?

You are a “veteran” if you are any person:

- Whose last discharge or release from his wartime service as defined herein, was under honorable conditions, and who :
- Served in the Army, Navy, Marine Corps, Coast Guard, or Air Force of the United States, or on full time National Guard duty under Titles 10 or 32 of the United States Code or under sections 38, 40 and 41 of chapter 33 for not less than 90 days active service, at least 1 day of which was for wartime service; provided, however, than any person who so served in wartime and was awarded a service-connected disability or a Purple Heart, or who died in such service under conditions other than dishonorable, shall be deemed to be a veteran notwithstanding his failure to complete 90 days of active service; or
- A member of the American Merchant Marine who served in armed conflict between December 7, 1941 and December 31, 1946, and who has received honorable discharges from the United States Coast Guard, Army, or Navy; or
- Any person:
 - Whose last discharge from active service was under honorable conditions, and who,
 - Served in the Army, Navy, Marine Corps, Coast Guard, or Air Force of the United States for not less than 180 days active service; provided, however, that any person who so served and was awarded a service-connected disability or who died in such service under conditions other than dishonorable, shall be deemed to be a veteran notwithstanding his failure to complete 180 days of active service.

Q: How do I know if I have a disability?

A disability is a condition that substantially limits one or more of your “major life activities.” If you have or have ever had such a condition, you are a person with a disability. Disabilities include, but are not limited to:

- Alcohol or other substance use disorder (not currently using drugs illegally)
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
- Blind or low vision
- Cancer (past or present)
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or serious difficulty hearing
- Diabetes
- Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
- Epilepsy or other seizure disorder
- Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome
- Intellectual or developmental disability
- Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD
- Missing limbs or partially missing limbs
- Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports
- Nervous system condition, for example, migraine headaches, Parkinson's disease, multiple sclerosis (MS)
- Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder, dyslexia, dyspraxia, other learning disabilities
- Partial or complete paralysis (any cause)
- Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema
- Short stature (dwarfism)
- Traumatic brain injury

Q: What does disability status mean?

As a government contractor, CommonSpirit Health is subject to employment regulations requiring updates every five years related to equal employment opportunity and affirmative action for Individuals with a Disability (IWD) and Protected Veterans (PV). People can become disabled, so we need to ask this question at least every five years.

Q: Do I have to self-identify?

No. The self-identification forms are voluntary. You may choose whether you want to disclose your military and/or disability status. If you decide not to complete these forms, you won't be negatively impacted. If you choose to self-identify, you won't be subjected to any form of discrimination or retaliation based on your status or self-identification. Any information you provide is kept confidential.

Q: Do I have to self-identify again if I already provided the information to CommonSpirit?

Even if you have self-identified your demographic information previously, either as an applicant or as a team member, please take a moment to identify again. Doing so ensures that we have the most up-to-date and accurate information about our team members.

Q: How do I designate my military and/or disability status?

Designate your military and/or disability status in the "[CommonSpirit Voluntary Self-Identification Form](#)." The data is secure and confidential.

Due to CommonSpirit's rapid growth, not all parts of the company use the same HR system. So that we can capture the military and disability status of all our team members in one place, we're using the above form. When the organization moves to one HR system that will serve the entire ministry, we plan to migrate the data securely to the new system.

Q: Can my disability and/or veteran status information be used in making employment decisions?

No, the information you provide is confidential and will not be used as the basis for any employment decision affecting you. Veteran and disability status information is used for equal opportunity-related reporting and analysis; therefore, a limited number of CommonSpirit team members have access to this information.

Q: Are there additional resources available?

- [Military Leave Policy & Procedure](#)
- [Military and Veteran Pathways \(MVP\) Program](#)
- [Equal Employment Opportunity and Affirmative Action](#)
- [Reasonable Accommodations Under the Americans with Disabilities Act Policy](#)
- [Medical Leave Policy](#)
- [Personal Leave Policy](#)

Q: Who do I contact if I have questions?

- For military-related questions, please email military@commonspirit.org.
- For disability-related questions, please contact your local HR department.