**Protected Veterans Under VEVRAA - Definitions**

**Disabled Veteran**
A veteran who served on active duty in the U.S. military ground, naval, or air service and is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans Administration for a disability; or a person who was discharged or released from active duty because of service-connected disability.

**Recently Separated Veteran**
Any veteran who has been discharged during the last three years from active duty in the U.S. military, ground, naval or air service.

**Active Duty Wartime or Campaign Badge Veteran**
A veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense. (Information on the wars, campaigns, or expeditions for which a campaign badge has been authorized may be found at: [www.opm.gov/policy-data-oversight/veterans-services/vet-guide/#9](http://www.opm.gov/policy-data-oversight/veterans-services/vet-guide/#9).)

**Armed Forces Services Medal Veteran**
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 (61 Fed. Reg. 1209). (See 32 CFR Sec. 578.34 for criteria and a list of designated US military operations. Among other criteria: these Veterans engaged in “significant activity” for which no other campaign or service medal is authorized; and, no foreign armed opposition or imminent threat of hostile action was encountered in these actions.)

**Veterans Requests for Reasonable Accommodation and Other Rights**

If you are a disabled veteran it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials from agencies such as the Office of Federal Contract Compliance Programs, may be informed who are engaged in enforcing laws such as the Americans with Disabilities Act.

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

For additional information, please see [www.uml.edu/HR/Equal/Equal-Opportunity/Veterans.aspx](http://www.uml.edu/HR/Equal/Equal-Opportunity/Veterans.aspx).