

UNIVERSITY of MASSACHUSETTS LOWELL  
Lowell, Massachusetts 01854

Office of the Chancellor

October 1, 2009

ADMINISTRATIVE ANNOUNCEMENT NO. 8  
**AFFIRMATIVE ACTION FOR DISABLED VETERANS OF THE VIETNAM ERA, SPECIAL  
DISABLED VETERANS AND OTHER ELIGIBLE VETERANS**

The number of veterans disabled as a result of their service to our nation continues to grow. Advances in medicine and technology can increase their ability to return to civilian life. The passage of laws over the last 30 years identify rights of disabled veterans and clarify expectations for employers and educational institutions. Historically, many veterans return to school following the end of their military careers. As they transition to civilian life it is important that the University welcome disabled veterans and that as a community we are open to their participation in our community as students, faculty, or staff. With that we acknowledge the importance of recognizing individuals for their abilities, for what they have already achieved, and for what they now can still achieve when entering a new career field or returning to school in pursuit of a new career.

The governing laws are The Vietnam-era Veterans Readjustment Assistance Act of 1974 and later, Public Law 105-339. They require recipients of government contracts to take affirmative action to facilitate the employment and advancement of qualified veterans of the Vietnam-era and special disabled veterans and other eligible veterans. The definitions for these groups are as follows:

Vietnam-era Veterans who (1) served on active duty for more than 180 days, any part of which occurred between Aug. 5, 1964 and May 7, 1975 and were discharged or released with other than a dishonorable discharge; (2) were discharged or released from active duty for a service connected disability if any part of such active duty was performed between Aug. 5, 1964 and May 7, 1975; or (3) served on active duty for more than 180 days and served in the Republic of Vietnam between Feb. 28, 1961 and May 7, 1975.

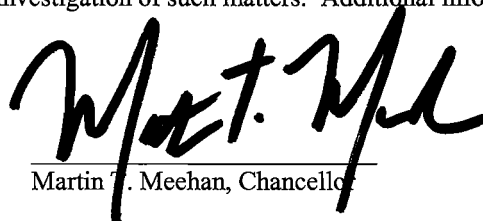
Special disabled veterans include those who (1) are entitled to compensation and veterans who would be entitled to compensation, but for the receipt of military retirement pay, under laws administered by the Department of Veterans Affairs for a disability rated at 30 percent or more; or (2) are rated at 10 or 20 percent disabled if it has been determined that the veteran has a serious employment disability; or (3) were discharged or released from active duty because of a service-connected disability.

“Other Eligible Veteran” indicates an individual who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. Annual training as a member of the national guard or reserve does not qualify an individual for protection. You will find “Criteria Identifying Other Eligible Veterans” attached to this announcement.

All qualifying veterans may request a workplace accommodation and proper workforce placement. The University will respond to such requests to the extent feasible. Veterans with disabilities are not required to request accommodation nor can they be directed to do so. However, in the case of disabled veterans, the University reserves the right to inform first responders of those who may need physical assistance in the event of an emergency.

***Please contact Mrs. Oneida D. Blagg, Director of Equal Opportunity & Outreach, Cumnock Hall C-4, 978-934-3565 for related questions. New employees who wish to self-identify as veterans may contact EOO to do so.***

Retaliation against anyone, employee or applicant, who raises a concern or files a complaint of discrimination is prohibited. This also applies to those who participate in an investigation of such matters. Additional information is available at [www.uml.edu/equal](http://www.uml.edu/equal).

  
Martin J. Meehan, Chancellor

## **ELIGIBILITY REQUIREMENTS**

### **VIETNAM-ERA VETERANS**

A Vietnam-era Veteran is a person who

- (1) served on active duty for more than 180 days, any part of which occurred between Aug. 5, 1964 and May 7, 1975 and were discharged or released with other than a dishonorable discharge;
- (2) were discharged or released from active duty for a service connected disability if any part of such active duty was performed between Aug. 5, 1964 and May 7, 1975; or
- (3) served on active duty for more than 180 days and served in the Republic of Vietnam between Feb. 28, 1961 and May 7, 1975.

### **SPECIAL DISABLED VETERANS**

A Special Disabled Veteran is

- (1) entitled to compensation and veterans who would be entitled to compensation, but for the receipt of military retirement pay, under laws administered by the Department of Veterans Affairs for a disability rated at 30 percent or more; or
- (2) rated at 10 or 20 percent disabled if it has been determined that the veteran has a serious employment disability or
- (3) was discharged or released from active duty because of a service-connected disability.

### **OTHER ELIGIBLE VETERANS**

An other eligible veteran is a person who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. Active duty for training as a member of the National Guard and Reserve does not qualify an individual for protection.

Note: Please check "Criteria Identifying Other Eligible Veterans" for campaigns/expeditions that qualify. "Criteria Identifying Other Eligible Veterans" may also be found on the EOO web site at <http://www.uml.edu/equal>.

**EQUAL OPPORTUNITY & OUTREACH**  
**VETERAN'S INFORMATION FORM**

*This is a voluntary disclosure and is maintained in EOO in a confidential manner.  
Please return directly to EOO.*

**Dear Veteran:**

***We invite you to tell us about your veteran status so that we may update our records. Please see definitions below. They may apply to you if you are a new employee with prior service in the active component of the military or if you are an existing employee who has not identified yet. Disclosure of your personal veteran status is voluntary. It will be maintained in a confidential matter in Equal Opportunity & Outreach.***

***Thank you for your service to our country!***

**Regards,**

  
**Oneida D. Blagg**  
**Director**

NAME: \_\_\_\_\_

DEPARTMENT: \_\_\_\_\_

EID: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_ Vietnam-era Veterans

\_\_\_\_\_ Special Disabled Veteran

\_\_\_\_\_ Other Eligible Veteran

(Campaign/expedition and Dates: \_\_\_\_\_)

**PLEASE RETURN THE FORM TO**

**Equal Opportunity & Outreach  
Cumnock Hall, Room C-4  
UMass Lowell, North Campus**