

Self-Identification of Disability

Board of Governors of the Federal Reserve System

Name	Date (Mo./Day/Yr.)	Enter Disability Code Here
Employee ID Number		

DISABILITY

Definition of a Disability: For the purposes of this form, a disability is a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment. Those disabilities that are to be reported are listed below (codes in bold numbers through 94). In the case of multiple impairments, choose the code that describes the impairment that would result in the most substantial limitation.

TO THE EMPLOYEE

Self identification is essential for effective data collection. While self-identification is voluntary, your cooperation in providing accurate information is critical.

<p>01 I do not wish to identify my disability status. (Note: Your personnel officer may use this code if, in his or her judgment, you used an incorrect code.)</p> <p>05 I do not have a disability.</p> <p>06 I have a disability but it is not listed below.</p> <p>Speech Impairments</p> <p>13 Severe speech malfunction or inability to speak; hearing is normal (<i>Examples: defects of articulation [unclear language sounds]; stuttering; aphasia [impaired language function]; laryngectomy [removal of the "voice box"]</i>)</p> <p>Hearing Impairments</p> <p>15 Hard of hearing. (<i>Total deafness in one ear or inability to hear ordinary conversation, correctable with a hearing aid.</i>)</p> <p>16 Total deafness in both ears, with understandable speech</p> <p>17 Total deafness in both ears, and unable to speak clearly</p> <p>Vision Impairments</p> <p>22 Ability to read ordinary size print with glasses, but with loss of peripheral (side) vision (<i>Restriction of the visual field to the extent that mobility is affected—"tunnel vision"</i>)</p> <p>23 Inability to read ordinary size print, not correctable by glasses (<i>Can read oversized print or use assisting devices such as glass or projector modifier</i>)</p> <p>24 Blind in one eye</p> <p>25 Blind in both eyes (<i>No usable vision, but may have some light perception</i>)</p>	<p>Missing Extremities</p> <p>27 One hand</p> <p>28 One arm</p> <p>29 One foot</p> <p>32 One leg</p> <p>33 Both hands or arms</p> <p>34 Both feet or legs</p> <p>35 One hand or arm and one foot or leg</p> <p>36 One hand or arm and both feet or legs</p> <p>37 Both hands or arms and one foot or leg</p> <p>38 Both hands or arms and both feet or legs</p> <p>Nonparalytic Orthopedic Impairments</p> <p><i>Because of chronic pain, stiffness, or weakness in bones or joints, there is some loss of ability to move or use a part or parts of the body.</i></p> <p>44 One or both hands</p> <p>45 One or both feet</p> <p>46 One or both arms</p> <p>47 One or both legs</p> <p>48 Hip or pelvis</p> <p>49 Back</p> <p>57 Any combination of two or more parts of the body</p>
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Partial Paralysis

Because of a brain, nerve, or muscle problem, including palsy and cerebral palsy, there is some loss of ability to move or use a part of the body, including legs, arms, and/or trunk.

- 61** One hand
- 62** One arm, any part
- 63** One leg, any part
- 64** Both hands
- 65** Both legs, any part
- 66** Both arms, any part
- 67** One side of body, including one arm and one leg
- 68** Three or more major parts of the body (*arms and legs*)

Complete Paralysis

Because of a brain, nerve, or muscle problem, including palsy and cerebral palsy, there is a complete loss of ability to move or use a part of the body including legs, arms, and/or trunk.

- 70** One hand
- 71** Both hands
- 72** One arm
- 73** Both arms
- 74** One leg
- 75** Both legs
- 76** Lower half of body, including legs
- 77** One side of body, including one arm and one leg
- 78** Three or more major parts of the body (*arms and legs*)

Other Impairments

- 80** Heart disease with no restriction or limitation of activity (*History of heart problems with complete recovery*)
- 81** Heart disease with restriction or limitation of activity
- 82** Convulsive disorder (*e.g., epilepsy*)
- 83** Blood diseases (*e.g., sickle cell anemia, leukemia, nemophilia*)
- 84** Diabetes
- 86** Pulmonary or respiratory disorders (*e.g., tuberculosis, emphysema, asthma*)
- 87** Kidney dysfunctioning (*e.g., if dialysis [use or an artificial kidney machine] is required*)
- 88** Cancer—a history of cancer with complete recovery
- 89** Cancer—undergoing surgical and/or medical treatment
- 90** Mental retardation (*A chronic and lifelong condition involving a limited ability to learn, to be educated, and to be trained for useful productive employment as certified by a State Vocational Rehabilitation agency under section 213.3102(t) of Schedule A*)
- 91** Mental or emotional illness (*A history of treatment for mental or emotional problems*)
- 92** Severe distortion of limbs and/or spine (*e.g., dwarfism, kyphosis [severe distortion of back]*)
- 93** Disfigurement of face, hands, or feet (*e.g., distortion of features on skin, such as those caused by burns, gunshot injuries, and birth defects [gross facial birthmarks, club feet, etc.]*)
- 94** Learning disability (*A disorder in one or more of the processes involved in understanding, perceiving, or using language or concepts [spoken or written]: e.g., dyslexia*)

If you are coded as an "06" and you want to describe your disability, please do so in this space.

Background Information

Board regulations require the EEO Programs Office to establish programs that facilitate the hiring, placement, and advancement of disabled individuals. One element of the programs is the compilation of data showing such information as the number of disabled employees hired, promoted, trained, or reassigned during a given period and the percentage of disabled employees at the Board, their grades and occupations. This information brings to the attention of Board management, the Equal Employment Opportunity Commission, and the Congress any deficiencies at the Board in the hiring, placement, and advancement of disabled individuals. Besides helping to fulfill the requirements of Board regulations, the data are essential to improving the work environment at the Board.

The data may also be used to respond to general requests for statistical information under the Freedom of Information Act, which is provided without personal identification of any individuals; to inform relevant Board employees of any need for assistance by a disabled individual in the event of an evacuation; and to provide information to federal agencies

in response to requests in connection with the hiring or retention of an employee or the letting of a contract or other benefit by the requesting agency, to the extent that the information is relevant and necessary to the requesting agency's decision on the matter.

Your participation in the disability reporting system by completing form 1437 is voluntary. The information you provide is confidential and is treated accordingly, consistent with the requirements of the Privacy Act and the Rehabilitation Act.

Employees will be given every opportunity to ensure that the disability code carried in the Board's personnel systems is accurate and is kept current. They may do so by asking the Human Resources (HR) function of the Management Division for a printout of the code and associated definition maintained in their individual record, by notifying HR any time their disability status changes, and by initiating action to have their record changed as necessary.

Your assistance in establishing and maintaining an accurate and up-to-date disability reporting system is sincerely appreciated.

Privacy Act Statement

Collection of the requested information is authorized by Board regulations in order to comply with the spirit and intent of the Rehabilitation Act of 1973 (P.L. 93-112) ADA 1990 and ADAA 2008. The information you furnish will be used to produce statistical reports showing Board progress in hiring, placement, and advancement of disabled individuals and to locate individuals for voluntary participation in surveys. The reports will be used to inform Board management, the Equal Employment Opportunity Commission, the Congress, and the public of the status of programs for employment of the disabled. All such reports will be in the form of aggregate totals and will not identify you in any way as an individual.



To: Board Employees

Re: Form FR 1437, *Self-Identification of Disability*

Please complete the attached form FR 1437, *Self-Identification of Disability*. If you believe that you have a disability, we ask that you report your disability to the Board's EEO Programs Office via this form. The Board believes that it is necessary to collect this information in order to meet its legal reporting obligations and to effectively provide services and facilities to Board employees and applicants with disabilities.

Statistics generated from the information submitted by Board employees are reported to the Equal Employment Opportunity Commission. Other uses of the information are listed in the Privacy Act Statement on the back of the form.

Voluntary Disclosure

You are under no obligation to complete form FR 1437 or to identify any disabilities you may have. Your cooperation is important, however, to enable the Board to obtain accurate data on its employees who have disabilities and to make the Board's EEO employment program more responsive to the needs of persons with disabilities.

Update Needed

To ensure that the Board's records are accurate and reflect employees' current disability status, all employees are asked to fill out the attached form FR 1437.

Please complete the form even if you completed one at the time you were hired.

Requests for Reasonable Accommodation

An employee seeking a reasonable accommodation must request an accommodation from one of the following: (1) their immediate supervisor, (2) their second-level manager, (3) their division director, (4) the EEO Office, or (5) ER. You should be aware that your self-identification as disabled does not mean that you do or do not meet the legal requirements to be considered "a qualified person with a disability" as defined by the Americans Disability Act 1990, ADA Amendments Act 2008, and the Rehabilitation Act of 1973, as amended.

Confidentiality

The information provided by each Board employee is considered confidential and is protected from unwarranted disclosure, consistent with the requirements of the Privacy Act and the Rehabilitation Act. The information will be used as described above, and as described more fully in the Privacy Act Statement on the back of the form.

Please complete the attached form FR 1437 and return it to Stop 156, or bring it to Room M-1438, **within ten days of your receipt of the form.**