



When choosing to voluntarily disclose U.S. Equal Opportunity Employment Information to Asana, please refer to the below definitions.

## **Ethnicity**

Native American or Alaskan Native or Indigenous: a person having origins in any of the original peoples of North, Central or South America and who maintains tribal affiliation or community attachment

Black or African American: a person having origins in any of the Black racial groups of Africa

Latinx or Hispanic: a person of Mexican, Central, South American, or Spanish speaking Caribbean culture or origin regardless of race

Middle Eastern or North African: a person having origins in the Middle East or North Africa

Native Hawaiian or Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

East Asian: a person having origins in East Asia, including China, Hong Kong, Tibet, Japan, Macau, Mongolia, North Korea, South Korea and Taiwan

Central Asian: a person having origins in Central Asia, including Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan

South Asian: a person having origins in South Asia, including Afghanistan, Bangladesh, Bhutan, India, the Maldives, Nepal, Pakistan, and Sri Lanka

Southeast Asian: a person having origins in Southeast Asia, including Cambodia, Laos, Myanmar, Peninsular Malaysia, Thailand, Vietnam, Brunei, East Timor, Indonesia, the Philippines and Singapore

White or Caucasian or European: a person having origins in Europe

## Protected Classifications of Veterans

**Disabled Veteran:** 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.

**Recently Separated Veteran:** 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.

**Active duty wartime or campaign badge veteran:** 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, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

**Armed forces service medal veteran:** 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.

## Disabilities

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

Autism

Autoimmune disorders, for example, lupus, fibromyalgia, rheumatoid arthritis, or HIV/AIDS

Bipolar Disorder

Blind or low vision

Cancer

Cardiovascular or heart disease

Celiac disease

Cerebral palsy

Deaf or hard of hearing

Diabetes

Epilepsy

Gastrointestinal disorders, for example, Crohn's Disease, or irritable bowel syndrome

Impairments requiring the use of a wheelchair

Intellectual disability

Missing limbs or partially missing limbs

Multiple sclerosis (MS)

Muscular dystrophy

Nervous system conditions, for example, migraine headaches, Parkinson's disease

Psychiatric conditions, for example, anxiety, depression, major depression, obsessive compulsive disorder, post-traumatic stress disorder (PTSD), or schizophrenia