



**5. Which one of the following do you consider yourself to be:**

- Indigenous (i.e. First Nations, Inuit, Metis)
- White (i.e. Caucasian – British, French, Eastern or Western European, Russian, Ukranian, Mediterranean)
- Racial Minority (status is based on race or skin colour, not place of birth or nationality – see Additional Information below for a list of categories which belong to “racial minority”)

**6. If you consider yourself a member of a racial minority, indicate which one of the following best describes your race or colour, regardless of your place of birth (see “Additional Information” below):**

- |   |  |
|---|--|
| <input type="checkbox"/> Black            | <input type="checkbox"/> Visible Minority Central or South American        |
| <input type="checkbox"/> Filipino         | <input type="checkbox"/> Oceanic   |
| <input type="checkbox"/> Korean           | <input type="checkbox"/> South Asian (Indo-Pakistan)                       |
| <input type="checkbox"/> South East Asian | <input type="checkbox"/> Visible Minority West Asian or North African      |
| <input type="checkbox"/> Japanese         | <input type="checkbox"/> Mixed Race or Colour (including one of the above) |
| <input type="checkbox"/> Chinese          | <input type="checkbox"/> Other (specify): _____                            |

**7. Do you consider yourself to be a person with a disability?**

*Person with a disability means a person with a permanent physical, mental or medical condition that limits the kind or amount of activities of daily living the person can do, and the kind or amount of work the person can do.*

- Yes – Go to Question 8       No – Go to Question 9

**8. Do you feel that your disability will require some form of job accommodation?**

- Yes       No

If you have answered “yes” to the above, the assessing police service or OACP-licensed assessment firm will assess your needs in consultation with you.

**9. To assist with future recruitment activities, please indicate how you heard about the constable opportunities:**

- Newspaper or Social Media (specify) \_\_\_\_\_
- Posting on South Simcoe Police website \_\_\_\_\_
- Recruiting Presentation (specify location) \_\_\_\_\_
- Community Contact / Agency \_\_\_\_\_
- School / College / University Guidance
- Other (specify) \_\_\_\_\_

**10. What attracted you to apply:**

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# ADDITIONAL INFORMATION

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**Indigenous Person:** Other terms that are widely used to describe Indigenous people include Aboriginal or First Peoples. Indigenous persons include people living on and off reserves, plus Status, Non-Status, or a First Nations Person with Status under the Indian Act. Indigenous people from Latin America and East Indians should mark themselves as a racial minority.

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**Racial Minority Status:** Racial minority status is based on race or colour, not nationality. Therefore, there are many persons who were born in Canada or who are Canadian citizens who would consider themselves to be a visible minority because of their race or colour. The listing of racial minority groups below is for guidance only. While some categories refer to both nationality and racial origin, it is racial origin, not nationality that should guide you. For example, if you are of Chinese origin but were born in South America, you would select "Chinese".

<b><u>Black:</u></b>	Includes Canadian, African, American, West Indian and South American Black
<b><u>Oceanic:</u></b>	Includes Polynesian, Micronesian, Melanesian and Fijian
<b><u>South East Asian:</u></b>	Includes Burmese, Cambodian, Laotian, Thai and Vietnamese
<b><u>South Asian (Indo-Pakistan):</u></b>	Includes Bengali, Gujarati, Punjabi, Tamil, East Indian (including those born in the Caribbean or East Africa), Bangladeshi, Sinhalese and Sri Lankan
<b><u>Visible Minority Central or South American:</u></b>	Includes those from Central or South America who do not select one of the other racial minority groups
<b><u>Visible Minority West Asian and North African:</u></b>	Includes visible minorities who are Lebanese, Egyptian, Palestinian, Syrian, Iranian, Turk, Armenian, North African and Mauritian

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**Disability:** The examples below provide a guide to the different types of disabilities that may limit a person in the kind of activities of daily living they can do and the kind or amount of work they can do.

<b><u>Visual/Sight Impairment:</u></b>	Blindness or other serious impairment, which is not readily subject to correction through glasses or contact lenses and requires job accommodation.
<b><u>Hearing Impairment:</u></b>	Deafness or serious hearing loss, which is not readily subject to correction through a hearing aid.
<b><u>Mobility/Dexterity Impairment:</u></b>	Due to any cause including paralysis, amputation or disease, and requiring the use of a wheelchair or other device, or which seriously limits your ability to walk or manipulate objects.
<b><u>Speech Impairment:</u></b>	Limited in the ability to speak and be understood from causes such as muteness.
<b><u>Learning Impairment:</u></b>	Includes dyslexia and other learning disabilities due to development impairments or brain injury.
<b><u>Emotional or Psychiatric Impairment:</u></b>	Includes serious psychiatric disorders such as manic or chronic depression, schizophrenia or any other serious disorders.
<b><u>Other Impairments:</u></b>	Epilepsy, diabetes and other permanent medical conditions, only if you consider that your opportunities for employment or progression are limited or affected by your condition.