# FREQUENTLY ASKED QUESTIONS

## 1. What is considered a disability?

In Section 503 of the Rehabilitation Act, a disability is defined as any physical or mental impairment or medical condition that substantially limits a major life activity, or having a history or record of such an impairment or medical condition.

As you complete the survey, you will see specific examples of what the federal government considers a disability. The form also provides the option to not disclose your disability status.

## 2. Why am I being asked to participate?
General Dynamics NASSCO is subject to certain government recordkeeping and reporting requirements. General Dynamics NASSCO is required to maintain and analyze data with regard to the disability and veteran status of employees in compliance with Section 503 of the Rehabilitation Act and the VEVRAA.

## 3. What will this information be used for?
Your information will be maintained confidential and used in accordance with federal law. The data gathered will assist General Dynamics NASSCO in continuing to provide a diverse and inclusive workplace. The information is used at an aggregate level for statistical purposes, and information is not used at a level that identifies individual participants.

## 4. How is my personal information collected and secured?
There are two secured ways to submit your information: 1) Request and submit a form at the Career Center located in Building 1. 2) Access www.gdbenefits.com or OKTA to update your status. You may also elect to update your status on the survey form here. The information obtained is downloaded on a daily basis.

## 5. What are the benefits of participating?
Self-identification is used in affirmative action efforts to collect data on hiring practices in order to assist in reaching out to, hiring and providing equal opportunity for individuals who identify as disabled or protected veterans. Self-identifying is optional but strongly encouraged. It does not result in any adverse treatment for the employee or applicant.

## 6. Requesting Reasonable Accommodations
If your disability affects your ability to successfully perform an essential function of your job, you may request a reasonable accommodation. A reasonable accommodation is any modification or adjustment to a job, schedule or work environment that enables a qualified individual to perform the essential functions of a job without imposing undue hardship on the company. If you have any questions about requesting an accommodation, contact the Medical Leave/ Accommodations office in Human Resources at HRMLA@nassco.com.

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