MILITARY STATUS

National Military Appreciation Month is celebrated every May. NMAM honors current and former members of the U.S. Armed Forces, including those who have died in the pursuit of freedom.

Discrimination on the basis of military status involves denying equal employment opportunity to any person because of that person's past, current or future membership, service or obligation in a uniformed service.

Military status discrimination could take the form of refusing to hire, failing to reemploy, discharging, failing to promote, harassing, or discriminating against a person based on assumptions of one's mental health or physical capabilities based upon their service history.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) requires an employer to reemploy a person who leaves employment for specified time periods for military deployment, service or training unless the employer can prove a statutory defense.

The military has more than 7,000 jobs across more than 100 functional areas. Many of these jobs have a direct civilian-job equivalent.

According to the Bureau of Labor Statistics, in 2020, 18.5 million men and women were veterans, accounting for about 7 percent of the civilian, noninstitutionalized population ages 18 and older.

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DEI MONTHLY