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THE GUIDE TO PERSONNEL DATA STANDARDS

**RACE OR NATIONAL ORIGIN**

**Definition:** An employee's race or national origin.

**Responsible Organization:** Office of Personnel Management, Division for Strategic Human Resources Policy

**Applicability:** Mandatory (Central Personnel Data File).

**Cross-Reference:** [ETHNICITY AND RACE IDENTIFICATION](#).

**Format:** A

**Note:**

Employees of mixed race or national origin should be identified with the race or national origin with which they most closely associate themselves.

This data standard is only applicable to an employee whose accession occurs prior to July 1, 2006. See the Ethnicity and Race Identification data standard for an employee whose accession occurs on or after January 1, 2006.

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<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
A	American Indian or Alaskan Native. A person having origins in any of the original people of North America, and who maintains cultural identification through community recognition or tribal affiliation. (This code must not be used for employees in Puerto Rico.)
B	Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa. (This code must not be used for employees in Hawaii or Puerto Rico.)
C	Black, not of Hispanic origin. A person having origins in any of the black racial groups of Africa. Does not include people of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins (see Hispanic). (This code must not be used for employees in Puerto Rico.)
D	Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins. Does not include people of Portuguese culture or origin.
E	White, not of Hispanic origin. A person having origins in any of the original people of Europe, North Africa, or the Middle East. Does not include people of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins (see Hispanic). Also includes people not included in other categories. (This code must not be used for employees in Puerto Rico.)
F	Asian Indian. A person having origins in any of the original people of the Indian subcontinent, i.e., India, Pakistan, Bangladesh, Sri Lanka, Nepal, Sikkim, and Bhutan. (This code is for use in Hawaii only.)
G	Chinese. A person having origins in any of the original people of China. (This code is for use in Hawaii only.)
H	Filipino. A person having origins in any of the original people of the Philippines. (This code is for use in Hawaii only.)
J	Guamanian. A person having origins in any of the original people of Guam (e.g., Chamorro). (This code is for use in Hawaii only.)

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<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
K	Hawaiian. A person having origins in any of the original people of Hawaii. Includes people who are Part Hawaiian and identify most closely with the Hawaiian category. (This code is for use in Hawaii only.)
L	Japanese. A person having origins in any of the original people of Japan. (This code is for use in Hawaii only.)
M	Korean. A person having origins in any of the original people of Korea. (This code is for use in Hawaii only.)
N	Samoaan. A person having origins in any of the original people of Samoa. (This code is for use in Hawaii only.)
P	Vietnamese. A person having origins in any of the original people of Vietnam. (This code is for use in Hawaii only.)
Q	All Other Asian or Pacific Islanders. A person having origins in any of the original people of Asia or the Pacific Islands not included in codes F through P above. (This code is for use in Hawaii only.)
Y	Not Hispanic in Puerto Rico. A person not of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins whose official duty station is in Puerto Rico. (This code is for use in Puerto Rico only.)