Native and Veteran Preference Policy

Policy Number	300.04.02	**Custodian**	Human Resources
Approved Date	6/21/2022		
Effective Date	6/21/2022	**Review Date**	June 2022
References: Hiring Policy, Equal Employment Opportunity (EEO) Policy			

1. Purpose

White Earth Tribal & Community College (WETCC) reserves the right to invoke Native and veteran preferences throughout the hiring process.

2. Persons Affected

2.1. Employees

2.2. Applicants and candidates

3. Policy

This policy is to ensure the following:

3.1. When qualified candidates are equal, based on interviews, Native and veteran preferences will be considered in the following ranked order:

3.1.1. White Earth enrolled citizen

3.1.2. White Earth enrolled citizens descendant (one generation)

3.1.3. Minnesota Chippewa Tribe (MCT) member

3.1.4. Enrolled citizen of another federally recognized tribe

3.1.5. Non-White Earth citizen with a White Earth enrolled family member living in the same household

3.1.6. Enrolled citizen of a First Nations Canadian band

3.1.7. Veteran's preference

3.2. Applying Native and veteran preferences throughout the WETCC hiring process does not negate EEO compliance.

4. Definitions

4.1. Native. Citizen of a federally recognized Indian tribe.

4.2. Descendant. A direct descendant of a White Earth enrolled citizen.

4.3. One generation. Having a parent that is enrolled in White Earth.

4.4. Veteran. Actively enlisted or honorably discharged from any branch of the U.S. military.

4.5. First Nations Canadian Band. Indigenous peoples of Canada.

4.6. Applicants. Individuals who have applied for a position.

4.7. Candidates. Applicants who have been selected for an interview.

5. Procedures

5.1. Human Resources ensures Native and veteran preferences are noted in job announcements and applied throughout the hiring process.

5.2. Search Committee chair ensures Native and veteran preferences are applied in the hiring process.

Revision History

Rev. Date	Rev. No.	Revision
6/21/2022	300.04.02	Changed policy name from "Employment preferences" to "Native and Veteran preference". New policy format.