

# Native and Veteran Preference Policy

<b>Policy Number</b>	300.04.01	<b>Custodian</b>	Human Resources
<b>Approved Date</b>	6/21/2022		
<b>Effective Date</b>	6/21/2022	<b>Review Date</b>	June 2022
<b>References: Hiring Policy, Equal Employment Opportunity (EEO) Policy</b>			

## 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	300.04.01	Changed policy name from “Employment preferences” to “Native and Veteran preference”. New policy format.