

Chapter Name: **Personnel Policies**

Policy 2-34

Policy Title: **Employment Preference for Veterans and Their Spouses or Surviving Spouses (G.S. 128-15)**

Date Approved: 02/09

Date Revised: 08/15

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2-34 Employment Preference for Veterans and Their Spouses or Surviving Spouses (G.S 128-15)

It shall be the policy of College of The Albemarle that, in appreciation for their service to this State and this country during a period of war, and in recognition of the time and advantage lost toward the pursuit of a civilian career, veterans shall be granted preference in employment with the college when the qualifications and experience of the final candidates for a position are generally equal. The provisions of this policy are congruent with the provisions of North Carolina General Statutes § 128-15.

The veterans' preference is not absolute. The college is allowed to hire the best qualified candidate and to consider recent experience and how relevant the experience is to the position. The preference applies to initial employment and extends to other employment events including subsequent hiring, promotion, reassignment, and lateral transfer.

The College will not discriminate against any individual because of their past, present or potential military status in any way including when making decisions regarding hiring, reemployment, retention, compensation, benefits or advancement.

For purposes of this policy, an "eligible veteran" is:

1. A veteran who served during a period of war. "A period of war" includes December 7, 1941 through May 15, 1975; June 6, 1983 through December 1, 1987; December 20, 1989 through January 31, 1990; August 2, 1990 through the date approved by Congress or the President as the ending date for hostilities for the War on Terrorism. Or any other campaign, expedition, or engagement for which a campaign badge or medal is authorized by the United States Department of Defense.
2. The spouse of a disabled veteran.
3. The surviving spouse or dependent of a veteran who dies on active duty during a period of war either directly or indirectly as the result of such service.
4. A veteran who suffered a disabling injury for service-related reasons during peacetime.
5. The spouse of a veteran described in subdivision 4 of this subsection.
6. The surviving spouse or dependent of a person who served in the Armed Forces of the United States on active duty, for reasons other than training, who dies for service-related reasons during peacetime.

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Procedures:

1. To be considered for hiring preference, a person who considers himself/herself to be an “eligible veteran” under the provisions of this policy must indicate veteran or qualified spouse status on the appropriate forms submitted as part of the application and submit a DD Form 214.
2. The Human Resources Office will identify applicants who are “eligible veterans” and who wish to claim veterans’ preference and will determine if the veteran(s) meet minimum qualifications. The interview committee is not required to interview all qualified eligible veterans but eligible veterans must be represented in the interview pool.
3. The interview will be considered critical to determine how relevant the experience of the eligible veteran is compared to other qualified candidates in the pool. If a non-veteran is hired over a preferred eligible veteran, the interview committee must document and justify the decision. This documentation will be submitted to the Human Resources Office with the committee’s recommendation for hiring.