

BP 2.23 Veterans Preference in Hiring Decisions

Legal Authority NCGS 128-15; 1C SBCCC 200.94

Approvals 06/11/09
Revision

Policy

It shall be the policy of McDowell Technical Community College 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 at the College.

"A period of war" includes World War I (April 16, 1917, through November 11, 1918), World War II (December 7, 1941, through December 31, 1946), the Korean Conflict (June 27, 1950, through January 31, 1955), the period of time between January 31, 1955 and the end of the hostilities in Vietnam (May 7, 1975), or any other campaign, expedition, or engagement for which a campaign badge or medal is authorized by the United States Department of Defense.

"Veteran" means a person who served in the Armed Forces of the United States on active duty, for reasons other than training, and has been discharged under other than dishonorable conditions.

"Eligible veteran" means:

- A. A veteran who served during a period of war; or
- B. The spouse of a disabled veteran; or
- C. 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; or
- D. A veteran who suffered a disabling injury for service-related reasons during peacetime; or
- E. The spouse of a veteran described in subdivision d. of this subsection; or
- F. 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.

Subject to the provisions in the next paragraph, in all evaluations of applicants for positions with McDowell Technical Community College a preference shall be awarded to all eligible veterans who are citizens of the State and who served the State or the United States honorably in either the army, navy, marine corps, nurses' corps, air corps, air force, coast guard, or any of the armed services during a period of war. This preference applies to initial employment with the State and extends to other employment events including subsequent hirings, promotions, reassignments, and lateral transfers.

Nothing in this policy shall prevent the College from selecting the best qualified applicant or candidate for any position whether by initial hiring, promotion, reassignment or lateral transfer. In order to claim veterans' preference, eligible veterans must meet the minimum training and experience requirements for the position and must be capable of performing the duties assigned to the position.

To claim veterans' preference, all eligible persons shall submit to the College a DD Form 214, Certificate of Release or Discharge from Active Duty, along with the completed College

application in which the applicant checked or indicated “veterans’ preference” as a qualifier for the position.

The President or Board of Trustees will take into consideration veteran status in accordance with NC state law if two or more candidates are generally equally qualified for the position based upon qualifications and experience.

Governing Law

This policy is established in accordance with the requirements of North Carolina General Statute § 128-15.