

VETERANS PREFERENCE IN HIRING DECISIONS - BP 2.31

Legal Authority: NCGS 128-15; 23 NCAC 2C .0210

Approval: April 19, 2011

Revision:

Veterans Preference In Hiring Decisions

It shall be the Policy of the Board 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, eligible 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.

As used in this section:

- (1) “A period of war” includes any campaign, expedition, or engagement for which a campaign badge or medal is authorized by the United States Department of Defense, including without limitation, World War II, the Korean Conflict, the Vietnam Conflict, and the War on Terror.
- (2) “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.
- (3) “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.

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

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