



# INDIAN PREFERENCE

The Indian Health Service is required by law to provide absolute preference to American Indians/Alaska Natives who are enrolled in a federally recognized tribe as defined by the Secretary of the Interior. To be considered a “preference” eligible within the Indian Health Service, an applicant claiming Indian preference must submit a copy of a properly completed & signed form BIA 4432 (“Verification of Indian Preference for employment in the BIA and the IHS Only”) certifying that he/she is an Indian as defined by the IHS Manual Part 7 Chapter3. The Servicing Human Resource office will then determine verification of Indian preference.

In all recruit actions, preference will be granted to the applicant entitled to Indian Preference who has submitted a properly completed and signed BIA-4432. However, the individual must meet all qualification requirements as defined by the Office of Personnel Management and the Indian Health Service Excepted Service Qualification Standards (Preston Standards).

When there is a recruit action with qualified Indian candidates, non-Indian candidates’ applications are not considered.

In the Indian Health Service there is also the Public Law 94-437 Scholarship Program where absolute preference is granted to qualified 437 Scholarship Recipients. When an applicant(s) applies verifying themselves as a recipient, that is the only name(s) that will be referred. Applicant must supply documentation to verify their status. Please contact Servicing Human Resources office if you have any questions.