Policies of the University of North Texas	Chapter 5
1.3.6 Employment of Veterans	**Human Resources**

Policy Statement. To insure compliance with federal and state regulations regarding the employment and reinstatement of veterans.

Application of Policy.

All Faculty and Staff

Definitions.
1. Spouse. "Spouse" means a person in a legally recognized union of two individuals in a marital relationship, including a common law marriage as recognized by the law of the State of Texas.

Procedures and Responsibilities.

Employment Preferences Provided Veterans.

It is the policy of the University of North Texas to employ and to advance in employment, disabled veterans and veterans of the Vietnam Era, in accordance with the provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974.

It is also the policy of the University to give veterans preference in appointment or employment over other applicants having no greater qualifications for the same position, in accordance with Section 657.002, Texas Government Code, Individuals Entitled to Veteran's Employment Preference, and Section 657.003, Texas Government Code, Veteran's Employment Preference. In accordance with Section 657.007, Texas Government Code, Preference Applicable to Reduction in Workforce, a veteran entitled to a hiring preference is also entitled to a preference in retaining employment in case of a reduction in workforce. Such preference applies only to the extent that such reduction in workforce involves other employees of a similar type or classification.

A Veteran qualifies for a Veteran's Employment Preference if the Veteran:

- Served in the military for not less than 90 consecutive days during a national emergency declared in accordance with federal law or was discharged from military service for an established service-connected disability;
- Was honorably discharged from military service; and

- Is competent.

A Veteran's surviving spouse who has not remarried or an orphan of a veteran qualifies for a Veteran's Employment Preference if:

- The veteran was killed while on active duty;
- The veteran served in the military for not less than 90 consecutive days during a national emergency declared in accordance with federal law; and
- The spouse or orphan is competent.

In this section, "veteran" means an individual who served in the army, navy, air force, Marine Corps or coast guard of the United States or in an auxiliary service of one of those branches of the armed forces. An individual who qualifies for a veteran's employment preference is entitled to a preference in employment with an appointment to a public entity or for a public work of this state over other applicants for the same position who do not have a greater qualification. An individual entitled to a veteran's employment preference is not disqualified from holding a position with a public entity or public work of this state because of age or an established service-connected disability if the age or disability does not make the individual incompetent to perform the duties of the position.

The employing authority in each department and the Assistant Vice President for Human Resources or his/her designee will insure that any persons entitled to preference under this policy shall be provided every opportunity to fill available positions or employment applied for, based on the qualifications of such applicants, and if there are no other applicants better qualified for the position or employment applied for.

Reporting Requirement.

As required by Section 657.008, Texas Government Code, Reporting Requirements, the University shall provide a quarterly reporting to the Comptroller regarding current employees and new employees who are entitled to a veteran's preference.

Responsible Party: Assistant Vice President for Human Resources

References and Cross-references.
UNT Policy 1.4.8, Military Leave
Texas Government Code, Sections 657.002, 657.003, 657.007, 657.008

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