

## **East Carolina University**

### **Veterans' & National Guard Preference Guidelines**

The State Human Resources Act requires that employment preference be given for having served in the Armed Forces of the United States on active duty, for reasons other than training, during periods of war or any other campaign, expedition, or engagement for which a campaign badge or medal is authorized by the United States Department of Defense, or for an eligible member of the National Guard.

The preference to be accorded eligible veterans and National Guard members shall apply in initial employment, subsequent employment, promotions, reassignments, horizontal transfers and reduction-in-force situations.

#### **Who is Eligible?**

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

"Eligible Veteran" means:

- a veteran who served during a period of war; or
- the spouse of a disabled veteran; or
- the surviving spouse or dependent of a veteran who died on active duty during a period of war either directly or indirectly as a result of such service; or
- a veteran who suffered a connected disability during peacetime;
- the spouse of a veteran who suffered a disabling injury for service-related reasons during peacetime; or
- the surviving spouse or dependent of a person who died for service-related reasons during peacetime.

"Eligible member of the National Guard" means:

- a resident of North Carolina who is a current member in good standing of either the North Carolina Army National Guard or the North Carolina Air National Guard;
- a resident of North Carolina who is a former member of either the North Carolina Army National Guard or the North Carolina Air National Guard, whose discharge is under honorable conditions with a minimum of six years of creditable service;
- the surviving spouse and dependent of a member of the North Carolina Army National Guard of the North Carolina Air National Guard who dies on State active duty either directly or indirectly as a result of that service;
- the surviving spouse or dependent of a member of the North Carolina National Guard who died for service-related reasons during peacetime.

#### **What periods are included?**

- December 7, 1941 – May 15, 1975
- June 6, 1983 – December 1, 1987
- December 20, 1989 – January 31, 1990
- August 2, 1990 – 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.

**How to claim Veterans' Preference or National Guard Preference:**

Eligible candidates must submit a DD Form 214, Certificate of Release or Discharge from Active Duty, with the ECU online application ([jobs.ecu.edu](https://jobs.ecu.edu)) at the time of application for each position.

Online applications and supplemental materials must be submitted by 11:59 p.m. (EST) on the closing date or initial screening date indicated. To ensure proper handling, please note the vacancy number and job title on your correspondence.

**Mail:**

East Carolina University  
Department of Human Resources, Employment Services  
210 East First Street  
Greenville, NC 27858-4353

**Fax:**

(252) 328-9918

Candidates needing assistance with the online employment system may contact Human Resources at (252) 328-9847 or toll free at 1-866-489-1740 or via e-mail at [employment@ecu.edu](mailto:employment@ecu.edu)

Please refer to the North Carolina Office of State Human Resources Manual and The Code and UNC Policy Manual, Chapter 300, section 300.2.1, for complete policy provisions:

<https://files.nc.gov/ncoshr/documents/files/Veteran%20Preference.pdf>

[https://www.northcarolina.edu/apps/policy/index.php?tab=policy\\_manual](https://www.northcarolina.edu/apps/policy/index.php?tab=policy_manual)