LAC COURTE OREILLES OJIBWE COMMUNITY COLLEGE

Policy Number: 2.1
Policy Title: Indian Preference

CROSS REFERENCE(S):
None

Purpose/Policy

It is the ongoing policy of the college, whenever possible, to upgrade the professional and economic status of tribal members through the policy of tribal membership preference in hiring, promotion, job training and job opportunities. This is consistent with the fact that the college is exempt from the discrimination rules set forth in Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000 et.seq. Therefore, to the extent feasible, the Lac Courte Oreilles Ojibwa Community College shall provide preference in hiring and training in keeping with the intent of the Indian Self-Determination and Education Assistance Act 25, U.S.C. 450 e c, 1994 and Title VII of the Civil Rights Act 703 (i).

The Lac Courte Oreilles Ojibwa Community College exists to serve the educational needs of its members and surrounding bands. As an employer, the college seeks to employ individuals who possess the education background, skills/qualifications, and experience to best meet the employment needs of the college. To further this goal the Lac Courte Oreilles Ojibwa Community College establishes the following policy in regard to Indian Preference for selecting employees which shall be applied to top job candidates rated as otherwise equivalent in the selection process:

a) Enrolled members or descendants of the Lac Courte Oreilles Tribe or other tribes served through the various outreach locations.
b) Spouses, parents, and children of Lac Courte Oreilles or other tribal members served through the various outreach locations.
c) Members of other Federally recognized tribes.

Date approved: July 21, 2017

Review date: July 2018

Signature

Diane Portin _____ President

_____ Board Chair