

## **Veterans Employment Preferences (VEP)**

Former military personnel who have been verified as a veteran, a surviving spouse who has not remarried or an orphan of a Veteran if the Veteran was killed while on active duty under Texas Government Code Title 6, Subtitle B, Chapter 657, Veterans Employment Preferences, subsequent amendments, addendums, and revisions, will receive an interview if they meet the minimum competency factors of a position they have applied to. A Veteran, surviving spouse or orphan must submit, along with their employment application and other required or optional documents, a DD 214 or a letter from the Department of Veterans Affairs listing an entitlement to compensation which authenticates the claim of the Veterans Employment Preference eligibility.

An eligible Veteran, surviving spouse of a Veteran who has not remarried or an orphan of a Veteran if the Veteran was killed while on active duty is entitled to preference in the selection process over other applicants who have been selected by the hiring committee as having equal or lesser qualifications.

The College shall provide to an individual or individuals entitled to a Veterans Employment Preference for employment or appointment over other applicants for the same position who do not have greater qualifications in the following order of priority:

1. A Veteran with a disability.
2. A Veteran.
3. A Veteran's surviving spouse who has not remarried.
4. An orphan of a Veteran if the Veteran was killed while on active duty.

The Veterans Employment Preference laws do not guarantee the Veteran, the surviving spouse or the orphan of a Veteran a job. Positions are filled with the best qualified candidate as determined by the hiring committee.

### **Texas Veteran Definitions**

#### **Disabled Veteran**

- This term means a Veteran of the United States military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under the laws administered by the Secretary of Veterans Affairs; or
- a person who was discharged or released from active duty because of a service-connected disability; and
- is competent.

#### **Veteran**

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- An individual who 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.

### **Surviving Spouse of a Veteran**

- A person who is the spouse of a veteran who was killed while on active duty;
- Veteran served in the military for not less than 90 consecutive days during a national emergency;
- the spouse has not remarried, and
- is competent.

### **Orphan of a Veteran**

- A person who is the child of a veteran who was killed while on active duty;
- Veteran served in the military for not less than 90 consecutive days during a national emergency; and
- is competent.

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