

61-400-1

INDIAN PREFERENCE IN EMPLOYMENT (PROCEDURE)

A. Definitions

1. "Indian" means a person who is a member of an Indian tribe. If the OLC has reason to doubt that a person seeking employment preference is an Indian, the OLC shall grant the preference but shall require the individual within (3) days to provide evidence from the Tribe concerned that the person is a member of that Tribe.

2. "Indian Tribe" means an Indian tribe, band, nation, or other organized group or community, including any Alaska Native village or regional or village corporation as defined in or established as eligible for the special programs and services provided by the United State to Indian because of their status as Indians.

3. "Indian Organization" means the governing body of any Indian tribe or entity established or recognized by such governing body in accordance with the Indian Financing Act of 1974 (88 Stat. 77: 25 U.S.C., 1451); and

4. "Indian-owned economic enterprise" means any Indian-owned commercial, industrial, or business activity established or organized for the purpose of profit provided that such Indian ownership shall constitute not less than 51 percent of the enterprise.

B. Recruitment

1. The responsibility for the recruitment of administrative, faculty and staff positions rest in the President of the Oglala Lakota College. He will also have the responsibility for the implementation of the Indian Preference Program.

2. OLC will inform its recruitment sources in writing and include a statement in all advertisement that Indian applicants will be given preference in employment and training incident to such employment.

3. Written notices are to be placed in the college center, district centers and appropriate tribal offices that sets forth approximate numbers of positions to be filled; types of employees needed; approximate duties of employment; experience and education levels; and, if appropriate, training opportunities that are available.

4. If necessary, OLC may request assistance from the Oglala Sioux Tribe

in filling positions.

5.OLC will maintain written records of all Indian seeking employment; the number and types of positions filled by Indian and non-Indian; and, the names and addresses of each Indian employed.

6.OLC will give preference to Indian who can perform the work required (subject to existing laws and regulations) regardless of age, sex, religion or tribal affiliation for training and employment opportunities.

7.OLC will also provide opportunities to Indian organizations and Indian-owned economic enterprises in the awarding of counseling and sub-contract agreements.