



VETERAN'S EMPLOYMENT PREFERENCES

The following individuals qualify for a veteran's employment preference:

- (1) a veteran, including a veteran with a disability;
- (2) a veteran's surviving spouse who has not remarried; and
- (3) an orphan of a veteran if the veteran was killed while on active duty.

a) An individual who qualifies for a veteran's employment preference is entitled to a preference in employment with the college over other applicants for the same position who do not have a greater qualification.

b) The college shall provide to an individual entitled to a veteran's employment preference for employment over other applicants for the same position who do not have a greater qualification a veteran's employment preference, 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; and
- (4) an orphan of a veteran if the veteran was killed while on active duty.

DEFINITIONS

"Veteran" means a person who:

- (A) has served in:
 - (i) the army, navy, air force, coast guard, or marine corps of the United States or the United States Public Health Service under 42 U.S.C. Section 201 et seq., as amended;
 - (ii) the Texas military forces as defined by Section [437.001](#) of the Texas Government Code; or
 - (iii) an auxiliary service of one of those branches of the armed forces; and
- (B) has been honorably discharged from the branch of the service in which the person served.

"Veteran with a disability" means a veteran who is classified as disabled by the United States Department of Veterans Affairs or its successor or the branch of the service in which the veteran served and whose disability is service-connected.