



U.S. DEPARTMENT OF THE INTERIOR
BUREAU OF INDIAN AFFAIRS

INDIAN PREFERENCE NOTIFICATION TO APPLICANTS

HISTORICAL

In accordance with the Indian Reorganization Act of 1934 (25 U.S.C. 479), Congress extended preference in employment in the Bureau of Indian Affairs to qualified Indians and further determined that proper fulfillment of its trust required turning over to the Indians a greater control of their own destinies.

A Supreme Court decision of 1974 (Morton vs. Mancari) stated that Indian Preference is an employment criterion designed to further the cause of Indian self-government and to make the Bureau of Indian Affairs more responsible to the needs of its constituent group. The decision further states that "The preference is granted to Indians not as a discrete racial group, but rather as members of quasi-sovereign tribal entities whose lives and activities are governed by the BIA in a unique fashion." The Bureau is, therefore, required by law to give preference to persons of Indian descent in filling positions whether through initial appointment, promotion, reassignment or transfer.

In accordance with 25 CFR Part 5, preference will be extended to persons of Indian descent who are: (a) Members of any recognized Indian tribe now under Federal jurisdiction; (b) Descendants of such members who were, on June 1, 1934, residing within the present boundaries of any Indian reservation; (c) All others of one-half or more Indian blood of tribes indigenous to the U.S., and (d) Eskimos and other aboriginal people in Alaska.

NOTIFICATION OF ALL NON-INDIAN CANDIDATES/APPLICANTS

This is to inform you of the application of Indian Preference in the Bureau and to advise you that your career opportunities may be limited regarding promotion, reassignments or transfers, regardless of your qualifications. If you have any questions, you may contact your Personnel Officer or his designee.

This notification will be sent to all non-Indian applicants ONLY for employment in the Bureau. If you are selected for a position, you will be required to sign this statement. The original signed statement will be placed in your Official Personnel Folder and you will be provided a copy.

(Name)

(Date)