



INDIAN AND NATIVE AMERICAN EMPLOYMENT RIGHTS PROGRAM

Indian Employment Preference

41 CFR 60-1.5(a)(7)

- Permissible
- Construction or nonconstruction contractors
- Employment opportunities on or near reservation
- Publicly announced
- Commutable distance
- Cannot discriminate among Indians

Publicly Announce Preference

- Job Postings
- Advertisements
 - Tribal Radio
 - Tribal Newsletters
 - Meeting Halls, Career Centers, & TVRs
- Encouraging Self-Identification

Preference Employment Actions

- **Hiring**
- **Promotion**
- **Termination**
- **Layoff**
- **Reduction in Force**
- **Reinstatement**



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INAERP Related Questions

- Phone: 1-844-206-1836
- Email: OFCCP-INAERP@dol.gov
- Web: <https://www.dol.gov/agencies/ofccp/compliance-assistance/outreach/indians-native-americans>

General OFCCP Questions

- Toll-Free Help Line: 1-800-397-6251
- Web Inquiries: <https://www.dol.gov/agencies/ofccp/contact>