

ELIZABETH CITY STATE UNIVERSITY
Selective Service Registration on Applicants for Employment Policy

Preamble

The 1989 Session of the North Carolina General Assembly enacted legislation requiring applicants for state jobs and certain benefits to prove that they are in compliance with the registration requirements of 50 United States Code Appx. Section 453 (Military Selective Service Act). The statute also obligates all state employers to adopt rules and regulations for enforcing this requirement. Pursuant to that mandate, the following regulations are hereby adopted. To the extent that any provision of this policy conflicts with the University of North Carolina (UNC) policy, the UNC version shall control.

1. Employment Application

The Elizabeth City State University (ECSU) employment application shall contain a set of questions which is consistent with the model provided in Appendix A.

2. Ineligibility

If an application does not answer affirmatively either of the questions specified in Appendix A, he or she shall be notified by Human Resources that a proposed finding of ineligibility for the position will be finalized, unless, within 30 days, he or she provides information which establishes that he or she is in fact compliance with the registration requirements of the Military Service Act.

3. Evidence of Compliance

The applicant may present documentary or oral evidence to prove that he or she in fact registered or to show that compliance is not required. The Director of Human Resources may allow the applicant an opportunity for a hearing to challenge the proposed finding of ineligibility.

4. Proof of Eligibility

An applicant may prove eligibility by showing one of the following:

- A. that he is registered with the Selective Service;
- B. that he or she is not required to be registered with the Selective Service; or
- C. that the requirement to register has terminated or become inapplicable and that the failure to register was not a knowing and willful failure to register.

5. Established Eligibility

In determining whether the applicant has established eligibility under these rules, the level of proof required shall be a preponderance of the evidence.