

# The University of Wisconsin System

## Administrative Policy # 1203 (formerly EEO 3)



Title: Employment of Veterans

Original Issuance Date: July 1, 2015

Last Revision Date: ~~July 30, 2018~~ July xx, 2025

### 1. Policy Purpose

The purpose of this policy is to increase the number of veterans and veterans with a service-connected disability rating employed by UW System institutions.

### 2. Responsible UW System Officer

Associate Vice President and Chief Human Resources Officer

### 3. Scope and Institutional Responsibilities

This policy applies to all UW System institutions and the UW System Administration, except for UW-Madison.

### ~~4.~~ Policy Background

The affirmative action provisions of the [Vietnam Era Veterans' Readjustment Assistance Act of 1974 \(VEVRAA\)](#) prohibit job discrimination and require federal contractors and subcontractors to take affirmative action to employ and advance in employment qualified Vietnam era veterans, disabled veterans, recently separated veterans, veterans who served on active duty during a war on in a campaign or expedition for which a campaign badge has been authorized, and Armed Forces service metal veterans. This law is enforced by the [Veterans' Employment and Training Service \(VETS\)](#).

All federal contractors and subcontractors with contracts exceeding specific thresholds must take affirmative action to hire and promote qualified targeted veterans. In addition, each year they are required to file a report which shows the number of targeted veterans in their workforce by job category, hiring location, and number of new hires.

[Executive Order #137](#) announced the creation of a state-wide program aimed at increasing the number of veterans and veterans with a service-connected disability rating that are employed in state government.

Effective April 27, 2016, 2015 Wisconsin Act 386 established the Wisconsin Veterans Employment Initiative, and it created [Wis. Stat. § 230.042](#), which requires that state agencies, including the UW System, must:

~~I~~**a.** Prepare and implement a plan to employ qualified veterans with the goal of making the ratio of the number of veterans holding permanent positions in the agency to the total number of individuals holding permanent positions in the agency equal to or greater than the ratio of the number of veterans in the state civilian labor force in the preceding fiscal year to the average number of individuals in the state civilian labor force in the preceding fiscal year, as determined by the council on veterans employment.

~~II~~**b.** Prepare and implement a plan to employ qualified veterans with a service-connected disability rating with the goal of making the ratio of the number of veterans with a service-connected disability rating holding permanent positions in the agency to the total number of individuals holding permanent positions in the agency equal to or greater than the ratio of veterans with a service-connected

disability rating in the state civilian labor force in the preceding fiscal year to the average number of individuals in the state civilian labor force in the preceding fiscal year, as determined by the council on veterans employment.

## 53. Definitions

Please see [SYS 1225, General Terms and Definitions](#), for a list of general terms and definitions.

**Active duty wartime or campaign badge veteran:** A veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

**Armed Forces service medal veteran:** Any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to [Executive Order 12985](#) (61 FR 1209, 3 CFR, 1996 Comp., p. 159).

**Disabled veteran:** (1) A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability.

**Recently separated veteran:** A veteran during the three-year period beginning on the date of the veteran's discharge or release from active duty.

**Service-connected disability rating:** A rating in which a Department of Veterans Affairs adjudicator determined that a veteran was disabled by an injury or illness that was incurred or aggravated during active military service.

## 64. Policy Statement

It is the policy of the University of Wisconsin System to practice nondiscrimination and take affirmative action in employment with respect to both veterans and veterans with a service-connected disability rating of at least 30%. Nondiscrimination requires thorough, systematic efforts to prevent discrimination against veterans from occurring or to detect it and eliminate it as promptly as possible. The affirmative action obligation requires proactive recruitment and outreach measures, including considering the noncompetitive appointment of qualified disabled veterans.

[Wis. Stat. § 230.042](#) authorizes the Wisconsin Council on Veterans Employment to require UW System institutions to adopt a Veterans Employment Plan of Action, under which the institutions must strive to meet goals established by the Council. [Appendix 1](#) provides a template of a Veterans Employment Plan of Action for institutions to customize and adopt.

The director of human resources at each UW System institution, in collaboration with the affirmative action officer and/or other appropriate institution offices, is responsible for ensuring that the plan of action is followed.

## 75. Related Documents

[Executive Order #137](#)

[Jobs for Veterans Act](#)

[Wis. Stat. § 230.042, Wisconsin veterans employment initiative](#)

[Wis. Stat. § 230.275, Noncompetitive appointment of certain disabled veterans](#)

[Regulations Implementing VEVRAA](#)

[America's Heroes at Work: A DOL toolkit for hiring veterans](#)

## **86. Policy History**

Revision 2: July xx, 2025

RevisedRevision 1: 07/30/2018July 30, 2018

First approved: July 1, 2015

## **9. Scheduled Review**

July 2030

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