



Bureau of Indian Affairs

Natural Resources Youth and Pathway Programs

Understanding Form BIA-4432

Verification of Indian Preference for Employment form

Issued July 2015

Examples of the wrong verification of Indian preference forms include:

- Certificate of Degree of Indian Blood or Alaska Native Blood (CDIB)
- Request for Official CIB form
- Tribal Enrollment Card

Who is authorized to complete a BIA-4432?

Please contact your tribe's enrollment office for more information. Generally a BIA official at the individual's home agency or the duly authorized tribal official so designated by the tribal government (through a resolution with the BIA) can complete the form. Find more information on the Tribal Enrollment process at <http://www.doi.gov/tribes/enrollment.cfm>

Tribal Leaders Directory

The Directory provides a tribes' name, address, phone, and fax number for each of the 566 Federally-recognized Tribes and can be found at <http://www.bia.gov/WhoWeAre/BIA/OIS/TribalGovernmentServices/TribalDirectory/index.htm>



Find your next steps to a brighter more fulfilling future!



Indian Preference Law

The Bureau of Indian Affairs (BIA) provides absolute preference in filling vacancies to qualified Indian applicants in accordance with the Indian Preference Act (Title 2 U.S. Code, Section 472 and 473) and the Indian Reorganization Act of 1934, provided the applicant has submitted acceptable proof of Indian preference for employment.

Historically, Congress has reserved hiring preferences for qualified Indian applicants when filling positions in order to further the Government's trust obligation to give Tribes greater participation in their own self-government.

Determining what form to submit to verify your Indian Preference can be confusing

In order to receive Indian preference when applying for a job with the BIA, you must submit proof of eligibility for Indian Preference each and every time you apply to a job vacancy. By law, the only form that can be used to claim preference eligibility is the **Form BIA-4432 Verification of Indian Preference for Employment** form (BIA-4432).

Often applicants find out their application packet was not even considered because they were ineligible for Indian preference. This is usually because they submitted the wrong form, or the form they submitted was incomplete or because it was signed by an unauthorized official.

PROCESSING TIMES VARY. Depending on the situation, it can take anywhere between 1 day to 2 weeks to obtain the BIA-4432 from your home agency or tribe. Each tribal organization is different. The criterion varies from tribe to tribe, so uniform requirements and processes do not exist. Please give yourself plenty of time to request and receive the form.

Difference between a BIA-4432 and BIA CDIB

The BIA-4432 is the only form that Human Resources can use to document entitlement to Indian Preference.

Rarely is the BIA involved in tribal enrollment and membership. Each tribe determines whether an individual is eligible for membership. Each tribe maintains it's own enrollment records and records about past members.

BIA-4432 can be found at <http://www.bia.gov/cs/groups/xois/document/s/document/idc1-029504.pdf>

This CDIB is used to certify if an individual possesses a specific blood degree (blood quantum) of a federally recognized Indian tribe, band, nation, pueblo, village, or community.

The CDIB **does not establish membership in a tribe.** Tribal membership is determined by tribal laws and may or may not require a CDIB or may require a separate tribal determination of ancestry or blood degree.

Most Indian health facilities will require each person to provide a CDIB card, and some tribal facilities may require only a tribal enrollment card or proof of eligibility for a CDIB card.

Form BIA-4432 Verification of Indian Preference for Employment form

Form BIA-4432
VERIFICATION OF INDIAN PREFERENCE FOR EMPLOYMENT
IN THE BUREAU OF INDIAN AFFAIRS AND THE INDIAN HEALTH SERVICE
CATEGORY A - MEMBERS OF FEDERALLY RECOGNIZED INDIAN TRIBES, BANDS OR COMMUNITIES
CATEGORY B - MEMBERS OF FEDERALLY RECOGNIZED INDIAN TRIBES, BANDS OR COMMUNITIES WHO WERE RECOGNIZED BY THE BUREAU OF INDIAN AFFAIRS AND THE INDIAN HEALTH SERVICE
CATEGORY C - PERSONS WHO POSSESS AT LEAST ONE-HALF DEGREE INDIAN BLOOD DERIVED FROM TRIBES MEMBERSHIP TO THE UNITED STATES

Certificate of Degree of Indian or Alaska Native Blood form

BUREAU OF INDIAN AFFAIRS
REQUEST FOR CERTIFICATE OF DEGREE OF INDIAN OR ALASKA NATIVE BLOOD
Name (Last, first, middle)
Date of Birth
Sex
Race
Degree of Blood
Signature of Applicant
Signature of Tribal Official
Signature of BIA Official