



Medical College of Georgia  
Academic, Research, and  
Student Affairs  
Policy Library

## Race Discrimination Policy

### Policy 3.06

Volume 3 AA/EEO  
Chapter 6 Race Discrimination  
Policy  
Responsible Office: AA/EEO  
Originally issued: 1/2/1998  
Revised: 2/15/05

### Policy Statement

The Medical College of Georgia prohibits the use of racial preference in all employment practices, including advertising, recruiting, hiring, salary determination, leaves of absence, and retirement.

This policy applies to all units of the Medical College of Georgia and at all times.

### Reason For Policy

State and federal laws exist to prevent job discrimination based on race. This policy is in compliance with all state and federal laws, rules, orders, and regulations regarding racial discrimination, and complies with federal laws affecting discrimination when conflicts occur with state or local laws.

### Entities Affected By This Policy

All units of the Medical College of Georgia are covered by this policy.

### Who Should Read This Policy

All employees of the Medical College of Georgia should be aware of this policy. All employees who are involved with hiring other employees must be aware of and follow this policy.

### Contacts

Contact	Phone	e-mail/URL
Director AA/EEO Office	706-721-7782, CJ 2117	<a href="mailto:sowalker@mcg.edu">sowalker@mcg.edu</a>
AA/EEO Specialist	706-721-7782, CJ 2117	<a href="mailto:eeo@mcg.edu">eeo@mcg.edu</a> <a href="http://www.mcg.edu/aaeeo/staff.htm">http://www.mcg.edu/aaeeo/staff.htm</a>

### Website Address For This Policy

<http://www.mcg.edu/aaffairs/policies/pdfs/p306.pdf>

**Overview**

The use of racial preference in all employment practices of the Medical College of Georgia is prohibited. The institution strictly adheres to this formal policy and practices equal employment opportunity measures for persons of all races.

This policy is in compliance with all state and federal laws, rules, orders, and regulations regarding racial discrimination, and complies with federal laws affecting discrimination when conflicts occur with state or local laws.

**Process/Procedures**

**Hiring Practices**

The Medical College of Georgia prohibits the use of racial preference when advertising for, recruiting, and hiring new employees. No positions exist at the Medical College of Georgia with any *bona fide* occupational requirements based on race.

**Leave of Absence**

All institutional policies regarding leave of absence apply equally to all employees regardless of race.

**Retirement**

Retirement benefits are offered to all employees without regard to race.

**Salaries**

Salaries are determined without regard to race.

**Complaints**

In the event an employee feels that he/she has been discriminated against based on race, the employee should contact the AA/EEO Office (706-721-7782) and ask for the Director or the AA/EEO Specialist.

**Responsibilities**

The responsibilities each party has in connection with ARSA Policy 3.06, Race Discrimination Policy, are:

Director AA/EEO Office AA/EEO Specialist	To ensure that racial discrimination does not exist at the Medical College of Georgia
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