



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

**Policy 3.07**  
Volume 3 AA/EEO  
Chapter 7 Color Discrimination  
Policy  
Responsible Office: AA/EEO  
Originally issued: 1/2/1998  
Revised: 2/15/05

## Color Discrimination Policy

### Policy Statement

The Medical College of Georgia prohibits the use of racial and color 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 color. This policy is in compliance with all state and federal laws, rules, orders, and regulations regarding color 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, AE 1057	SoWalker@mail.mcg.edu
AA/EEO Specialist	706-721-7782, AE 1057	ABoston@mail.mcg.edu <a href="http://www.mcg.edu/aaeeo/index.htm">http://www.mcg.edu/aaeeo/index.htm</a>

### Website Address For This Policy

<http://www.mcg.edu/aaffairs/policies/pdfs/p307.pdf>

**Overview**

The use of racial or color 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 colors.

This policy is in compliance with all state and federal laws, rules, orders, and regulations regarding racial and color 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 or color 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 color.

**Leave of Absence**

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

**Retirement**

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

**Salaries**

Salaries are determined without regard to color.

**Complaints**

In the event an employee feels that he/she has been discriminated against based on color, 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 3.07, Color Discrimination Policy, are:

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