



Medical College of Georgia

Academic, Research, and
Student Affairs
Policy Library

Age Discrimination Policy

Policy 3.08

Volume 3 AA/EEO
Chapter 8 Age 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 age 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 age. This policy is in compliance with all state and federal laws, rules, orders, and regulations regarding age 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	sowalker@mcg.edu
AA/EEO Specialist	706-721-7782, CJ 2117	eeo@mcg.edu http://www.mcg.edu/aaceo/staff.htm

Website Address For This Policy

<http://www.mcg.edu/aaffairs/policies/pdfs/p308.pdf>

Related Documents

Age Discrimination in Employment Act of 1963

Overview

The use of age 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 all appropriate ages.

This policy is in compliance with all state and federal laws, rules, orders, and regulations regarding age 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 age 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 age. There are, however, positions with job-related, physical qualifications as pre-requisites; these pre-requisites are not age-based nor are they utilized to provide a basis for discriminating against applicants of a particular age. Age is not factor in employment or in consideration of employment at the Medical College of Georgia.

Leave of Absence

All institutional policies regarding leave of absence applies equally to all employees regardless of age.

Retirement

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

Salaries

Salaries are determined without regard to age.

Complaints

Any employee who feels he/she has been discriminated against on the basis of age should contact the AA/EEO Office.

Additional

The Age Discrimination in Employment Act of 1963 prohibits discrimination against workers age forty and over. There should be no discrimination in benefits.

Responsibilities

The responsibilities each party has in connection with ARSA Policy 3.08, Age Discrimination Policy, are:

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