



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

Policy 3.10

Volume 3 AA/EEO
Chapter 10 Religion & National
Origin Policy
Responsible Office: AA/EEO
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**Religion & National
Origin Discrimination Policy**

Policy Statement

The Medical College of Georgia prohibits the use of religion and national origin 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 religion and national origin. This policy is in compliance with all state and federal laws, rules, orders, and regulations regarding religion and national origin 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/p310.pdf>

Overview

The use of religion and national origin discrimination 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 religions and national origins.

This policy is in compliance with all state and federal laws, rules, orders, and regulations regarding religion and national origin 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 religion and national origin 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 religion and national origin.

Leave of Absence

All institutional policies regarding leave of absence apply equally to all employees regardless of religion and national origin.

Retirement

Retirement benefits are offered to all employees without regard to religion and national origin.

Salaries

Salaries are determined without regard to religion or national origin.

Complaints

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

Responsibilities

The responsibilities each party has in connection ARSA Policy 3.10, Religion and National Origin Discrimination Policy, are:

Director AA/EEO Office AA/EEO Specialist	To ensure that religion and national origin discrimination does not exist at the Medical College of Georgia
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