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3.07 Color Discrimination Policy

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

Policy Statement

Georgia Health Sciences University 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 Georgia Health Sciences University 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 Georgia Health Sciences University are covered by this policy.

Who Should Read This Policy

All employees of Georgia Health Sciences University 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	706-721-7782, CJ 2117	gpowell@georgiahealth.edu
Office AA/EEO		eeo@georgiahealth.edu
Specialist	706-721-7782, CJ 2117	http://www.georgiahealth.edu/aaeeo/staff

Overview

The use of racial or color preference in all employment practices of Georgia Health Sciences University 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**

Georgia Health Sciences University prohibits the use of racial or color preference when advertising for, recruiting, and hiring new employees. No positions exist at Georgia Health Sciences University 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 Georgia Health Sciences University
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