

## **POLICY MEMORANDUM**

### **SEX DISCRIMINATION**

Consistent with the requirements of applicable federal and state law, including Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, Title IX of the Education Amendments of 1972, as such laws may be revised or amended, with their respective applicable implementing regulations, including Title 34, Subtitle B, Part 106 of the Code of Federal Regulations and with the Equal Opportunity/Affirmative Action Policy of the University of Georgia ("UGA"), UGA does not discriminate on the basis of sex in employment, programs, services, or activities.

All recruitment is conducted without regard to sex except where sex is a bona fide occupational qualification ("BFOQ"). There are presently no positions at UGA for which sex is a BFOQ. There are, however, positions having job-related physical requirements that are not sex-based and that are not used as a subterfuge for exclusion of females. Both male and female applicants, students, employees, recipients of programs and services, and participants in activities have an equal opportunity to apply and be considered for any available job, program, service, or activity for which they are qualified.

UGA does not make any distinction based upon sex, either in employment opportunities, wages, hours, and benefits, conditions of employment or as to the normal age of retirement. Any conditions of employment or eligibility for programs, services, or activities related to marital status, parental status, or age shall apply regardless of sex. UGA provides appropriate and comparable physical facilities for both males and females.

Policy regarding leaves of absence applies equally to all employees regardless of sex. Employees availing themselves of maternity leave are permitted to work as long as allowed by their health care providers and may return to work in like manner. No mandatory time limits exist for maternity or any disability leave. Disability due to pregnancy shall be considered as any other disability and appropriate sick leave provisions shall apply.

UGA does not restrict one sex to a certain classification. Notification of all job opportunities is made available to all employees, regardless of sex, and all employees are encouraged to apply, regardless of sex. Both male and female employees within a job class have equal access to any training programs. Violations of the UGA policy on sexual harassment will be treated as a form of discrimination subject to the same level of vigilance, enforcement, and sanction as other forms of discrimination.

Sexual harassment policy is currently administered by the Equal Opportunity Office and may be reviewed on the [Equal Opportunity website](#).

The Title VII and Title IX Officer of the UGA is the Director of the Equal Opportunity Office, E. Janyce Dawkins. Inquiries regarding this sex discrimination policy should be directed to the office of the undersigned at the address and telephone number below.

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Director, Equal Opportunity Office

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