

POLICY MEMORANDUM

DISABLED VETERAN AND VIETNAM ERA VETERAN FACULTY, STAFF AND JOB APPLICANTS

The University of Georgia ("UGA") is a government contractor subject to Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 ("Act") that requires contractors to apply affirmative action guidelines to the employment and advancement of Vietnam era veterans and qualified disabled veterans.

The University of Georgia agrees to take affirmative action to employ and treat qualified veterans without discrimination based upon their disability or veteran's status in all employment practices. The University will ensure that all employment decisions are based only on valid job requirements without regard to disability or veteran status.

All University personnel policies and practices are reviewed in order to prevent the addition of qualification requirements that may eliminate consideration of persons with disabilities or qualified veterans. All position qualifications are reviewed to ensure they are job-related or consistent with business necessity and the safe performance of the job.

The University prohibits retaliatory action against any employee or applicant for employment who identifies as a veteran or who makes a charge of employment discrimination or participates in an investigation or inquiry into an employment discrimination complaint.

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