



Governor Douglas A. Ducey

State of Arizona Department of Homeland Security



Director Gilbert M. Orrantia

NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Arizona Department of Homeland Security (AZDOHS) hereby commits itself to a policy of non-discrimination as follows and shall comply with applicable provisions of laws and policies prohibiting discrimination, including but not limited to:

- Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin (included limited English proficiency)
- Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability
- Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education programs or activities
- Age Discrimination Act of 1975, which prohibits discrimination based on age
- U.S. Department of Homeland Security regulation 6 C.F.R. Part 19, which prohibits discrimination based on religion in social service programs
- The AZDOHS shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
- All Arizona Department of Homeland Security management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, seniors, LGBT and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
- The Arizona Department of Homeland Security shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination. The Arizona Department of Homeland Security prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The Department will post the Non-Discrimination Policy throughout departmental facilities.
- All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

"AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY"

The Arizona Department of Homeland Security is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

The AZDOHS will ensure compliance in subrecipient programs by incorporating the civil rights requirements outlined in the Grant Award Notification into the subrecipient agreement and will verify that such requirements are being met through the AZDOHS monitoring program.

As Director of the Arizona Department of Homeland Security, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity Plan throughout all levels of the Department, Deputy Director Billy Long shall serve as the Equal Opportunity Administrator for the Arizona Department of Homeland Security and will coordinate and carry out the responsibilities for compliance with civil rights laws. Billy can be contacted at 602-542-7006, wlong@azdohs.gov.

This policy is accessible at azdohs.gov and inside the AZDOHS breakroom.



Gilbert M. Orrantia, Director

Date 9/11/19

Any individual who has any questions or concerns or wishes to file a complaint should contact Billy Long at wlong@azdohs.gov; 602-542-7006 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.