



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:

- The Arizona Department of Homeland Security 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.

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, Ariel Gonzalez, Human Resource Manager, 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. Ariel can be contacted at (602) 542-2543, agonzalez@az.gov

This policy is accessible on the AZDOHS website (<http://azdohs.gov>), inside the AZDOHS breakroom, and to all new employees upon their first day of hire.



Gilbert M. Orrantia, Director

2/16/2021

Date

Any employee who has questions or concerns about this policy should talk with Ariel Gonzalez at (602) 542-2543 or the Governor's Office of Equal Opportunity (<http://eo.azgovernor.gov>), (602) 542-3711.