



## Office of the Director

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DOUGLAS A. DUCEY, GOVERNOR  
CARA M. CHRIST, MD, DIRECTOR

### NON-DISCRIMINATION POLICY STATEMENT

In recognition of its legal and moral obligations, the Arizona Department of Health Services hereby commits itself to a policy of non-discrimination as follows:

1. The Arizona Department of Health Services 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.
2. All Arizona Department of Health Services 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.
3. The Arizona Department of Health Services 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. Arizona Department of Health Services prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
4. The Department will post the Non-Discrimination Policy throughout departmental facilities.
5. 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 Health Services 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 Health Services, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2016 Equal Opportunity Plan throughout all levels of the Department, Laurie Wicker (Equal Employment & Investigations Manager) shall serve as the Equal Opportunity Administrator for the Arizona Department of Health Services and may be contacted at 602-364-0692 or [Laurie.Wicker@azdhs.gov](mailto:Laurie.Wicker@azdhs.gov).

This policy is accessible to employees on the ADHS Employee Intranet: <http://intranet.hs.azdhs.gov/> and on the bulletin board in the main lobby of the ADHS Building, 150 N. 18th Ave., Phoenix, AZ. 85007 as well as on bulletin boards in other ADHS facilities.

  
Cara M. Christ, MD, Director

2/8/2016  
Date

Any employee who has any questions or concerns about this policy should talk with the ADHS Employee Relations Manager at 602-542-8650 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.