



Douglas A. Ducey
Governor

ARIZONA DEPARTMENT OF ENVIRONMENTAL QUALITY



Misael Cabrera
Director

NON-DISCRIMINATION POLICY

The Arizona Department of Environmental Quality (ADEQ) is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunity and prohibits discriminatory practices, including harassment. Therefore, the ADEQ commits itself to the attached Non-Discrimination policy.

- The ADEQ has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- The ADEQ will make every reasonable effort to ensure that all concerned are familiar with this policy and aware that any complaint of violation of such policies will be investigated and resolved appropriately.
- The ADEQ will post our Equal Opportunity Policy Statement. This policy is available on the:
 - ADEQ Employee Intranet:
<http://intranet.adeq.lcl/policy/download/0022.001NondiscriminationPolicy.pdf>
 - ADEQ website: http://static.azdeq.gov/legal/nondiscrimination_policy.pdf
 - Main bulletin board in the lobby and in the Human Potential Office at ADEQ, 1110 W. Washington, Phoenix, AZ.
 - Main bulletin board in the lobby at ADEQ, 400 West Congress Street, Suite 433, Tucson, AZ, and 4040 E. 29th Street, Tucson, AZ.
- All employment announcements shall include the phrase:
"Arizona State Government is an EOE/ADA Reasonable Accommodation Employer"

As Director of the ADEQ, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity Policy throughout all levels of the Department, Liz Esparza, CHRO, shall serve as the Equal Opportunity Administrator for the ADEQ, and be contacted at 602.771.5665 and esparza.liz@azdeq.gov.

Misael Cabrera, P.E., Director

2/28/2017

Date

Any employee who has any questions or concerns about this policy should talk with Liz Esparza at 602.771.5665 or the Governor's Office of Equal Opportunity, <http://azgovernor.gov/eop/index.asp>, 602-542-3711.

Main Office

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Southern Regional Office

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