



Katie Hobbs
Governor

State of Arizona
Office of the Governor

Executive Office

NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the State of Arizona Governor's Office hereby commits itself to a policy of non-discrimination as follows:

- The State of Arizona Governor's Office shall not discriminate on the basis of race, color, national origin, religion, age, disability, genetic information, sex (including sexual orientation and gender identity), pregnancy, military or veteran status, or any other status protected by federal law, state law, or regulation. 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 assignments.
- All State of Arizona Governor's Office management personnel shall actively support recruitment and career development programs to ensure equitable representation of individuals on a nondiscriminatory basis, in all job categories and pay grades.
- The State of Arizona Governor's Office 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, and discrimination. The State of Arizona Governor's Office prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The State of Arizona Governor's Office will post the Non-Discrimination Policy throughout departmental facilities and communicate electronically, either by email and/or by posting on employee-facing websites/intranet pages, as appropriate.
- All written bid announcements, requests for proposals, employment announcements, requests for applications, program brochures, literature, and general solicitations shall include the phrase:

"AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY"

The State of Arizona Governor's Office is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.