



## NON-DISCRIMINATION POLICY

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

- The Arizona Department of Education 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 Arizona Department of Education 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 Arizona Department of Education 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 Education prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The Arizona Department of Education 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 Arizona Department of Education is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Director and Elected Official of the Arizona Department of Education, 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 Agency, Billie Belanger shall serve as the Equal Opportunity Administrator for the Arizona Department of Education. Ms. Belanger may be contacted at 602-542-3186 and [Human.Resources@azed.gov](mailto:Human.Resources@azed.gov). Any employee who has questions or concerns about this policy should contact Ms. Belanger or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>.

This policy is accessible to employees at the Arizona Department of Education website <https://www.azed.gov> and on the bulletin board in the building located at 1535 W. Jefferson Street, Phoenix, AZ 85007.

*Tom Horne*

*1/30/25*

Tom Horne, Superintendent of Public Instruction

Date