



Douglas A. Ducey
Governor

NON-DISCRIMINATION POLICY 2016

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

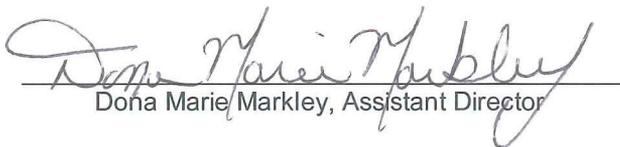
1. The Arizona Department of Juvenile Corrections shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, 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 Juvenile Corrections 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 Juvenile Corrections 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. Arizona Department of Juvenile Corrections 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:

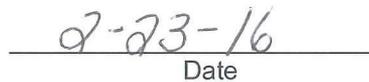
“AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY”

The Arizona Department of Juvenile Corrections is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Assistant Director of the Arizona Department of Juvenile Corrections 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, Danaille Wall shall serve as the Equal Opportunity Administrator for the Arizona Department of Juvenile Corrections, (602) 542-9258 and dwall@azdjc.gov.

This policy is accessible to employees on the intranet at <http://intranet&rpt.azdjc.gov/Policy/main.aspx>, the internet at <http://www.azdjc.gov/FactsNews/EO%20Policy%20Statement.pdf>, or at all other Arizona Department of Juvenile Corrections facilities.


Dona Marie Markley, Assistant Director


Date

Any employee who has any questions or concerns about this policy should talk with Danaille Wall at (602) 542-9258 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.