

Non-discrimination Policy

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

1. The Arizona Commission on the Arts shall not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, 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 Commission on the Arts' management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, seniors, LGBT+ individuals, individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. The Arizona Commission on the Arts will incorporate reasonable accommodation personnel practices in order to facilitate the employment and advancement of qualified special disabled veterans and disabled persons. Reasonable accommodations will be provided to otherwise qualified applicants or employees with disabilities, unless the accommodation would impose an undue hardship on the operation of the agency or would impose a direct threat to the health or safety of the individual or others in the workplace.
4. The Arizona Commission on the Arts 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 Commission on the Arts prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
5. The agency will post the Non-discrimination Policy throughout departmental facilities and on its website at <https://azarts.gov/opportunities/agency-opportunities/>.
6. 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 Commission on the Arts is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Director of the Arizona Commission on the Arts, 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, I, Jaime Dempsey shall serve as the Equal Opportunity Administrator for the Arizona Commission on the Arts.



Jaime Dempsey, Executive Director, Arizona Commission on the Arts

6/17/2020

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