



ARIZONA DEPARTMENT OF FINANCIAL INSTITUTIONS

Robert D. Charlton
Interim Superintendent of Financial Institutions

Douglas A. Ducey
Governor

NON-DISCRIMINATION POLICY

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

1. The Arizona Department of Financial Institutions (AZDFI) 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 Financial Institutions 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 Financial Institutions 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 Financial Institutions 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 Financial Institutions is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Interim Superintendent of the Arizona Department of Financial Institutions, 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, Sarah Dobbins shall serve as the Equal Opportunity Administrator for the Arizona Department of Financial Institutions. She may be contacted at (602) 771-2785 or sdobbins@azdfi.gov

This policy is accessible to employees at www.azdfi.gov and is also posted on the employee bulletin board, just outside of AZDFI'S kitchen, at 2910 N. 44th St., Suite 310, Phoenix, AZ, 85018.



Robert D. Charlton, Interim Superintendent

2/22/2014

Date

Any employee who has any questions or concerns about this policy should talk with the AZDFI Administration Division Manager at (602) 771-2781 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.