

# State of Arizona

## Department of Homeland Security

### AZ Department of Homeland Security NON-DISCRIMINATION POLICY

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

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

As Director of the Arizona Department of Homeland Security, 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 Department. Ariel Gonzalez, Human Resource Manager, shall serve as the Equal Opportunity Administrator for the Department of Homeland Security. Ariel Gonzalez may be contacted at (602) 509-2446 and [agonzalez@az.gov](mailto:agonzalez@az.gov).

This policy is accessible to employees on the AZDOHS website (<https://azdohs.gov>) and to all new hires upon their first day of hire.

Kim O'Connor  
Kim O'Connor (Jan 28, 2025 17:15 MST)

Kim O'Connor, Director

01/28/25

Date

Any employee who has questions or concerns about this policy should talk with Ariel Gonzalez at (602) 509-2446 or [agonzalez@az.gov](mailto:agonzalez@az.gov), or the Governor's Office of Equal Opportunity <http://eo.azgovernor.gov>.