



Katie Hobbs
Governor

Judith Stapley
Executive Director

**ARIZONA STATE BOARD OF
TECHNICAL REGISTRATION**

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2023 ARIZONA BOARD OF TECHNICAL REGISTRATION NON-DISCRIMINATION POLICY

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

- The Arizona Board of Technical Registration shall not discriminate on the basis of race, color, national origin, religion, age, disability, genetic information, sex, 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 Board of Technical Registration 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 Board of Technical Registration 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. Board prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The Arizona Board of Technical Registration 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 Board of Technical Registration is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As executive director of the Arizona Board of Technical Registration, 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, Judith Stapley shall serve as the Equal Opportunity Administrator for the Board, 602-364-4939, and judith.stapley@azbtr.gov.

This policy is accessible to employees at btr.az.gov and in the breakroom at 1110 W. Washington St., Suite 240.


Judith Stapley, Executive Director

January 6, 2023

Date

Any employee who has any questions or concerns about this policy should talk with the Judith Stapley at 602-364-4939 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.