



State of Arizona

BOARD OF TECHNICAL REGISTRATION

1110 W. Washington Suite 240 Phoenix, Arizona 85007 (602) 364-4930 FAX: (602) 364-4931 <https://btr.az.gov/>

NON-DISCRIMINATION POLICY STATEMENT

The Arizona Board of Technical Registration is committed to a work environment in which all individuals are treated with respect and dignity. Every person has the right to work in a professional atmosphere that promotes equal employment opportunity and prohibits discriminatory practices, including harassment. Therefore, the Arizona Board of Technical Registration commits itself to the attached Non-Discrimination policy.

- The Arizona Board of Technical Registration has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- The Arizona Board of Technical Registration will make every reasonable effort to ensure that all concerned are familiar with this policy and aware that any complaint of violation of such policies will be investigated and resolved appropriately.
- The Arizona Board of Technical Registration will post our Equal Opportunity Policy Statement. This policy is available on the Agency website <https://btr.az.gov/about/employment> and on the employee bulletin board in the office suite, located at 1110 W Washington St., Suite 240, Phoenix AZ 85007.
- All employment announcements shall include the phrase:

"Arizona State Government is an EOE/ADA Reasonable Accommodation Employer"

As 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 Policy throughout all levels of the Department, I shall serve as the Equal Opportunity Administrator for the Arizona Board of Technical Registration. You can contact me at 602-364-4939 and at Judith.stapley@azbtr.gov.



Director

6-2-21
Date

Any employee who has any questions or concerns about this policy should talk with the agency Equal Opportunity Administrator, Heather Broaddus at 602-364-4930, or the Governor's Office of Equal Opportunity, <https://eo.azgovernor.gov>

Arizona Board of Technical Registration Non-Discrimination Policy

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

1. BTR 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 BTR 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. BTR 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. BTR prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
4. BTR will post this Non-Discrimination policy throughout the office.
5. 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"

BTR is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As the Director of BTR, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2021 Equal Opportunity Plan throughout all levels of the agency, I will serve as the Equal Opportunity Administrator. If you have questions or concerns about this policy, please speak with me.

This policy is accessible to employees on BTR's website: www.btr.az.gov, and on the bulletin board in the lunch room.