



STATE OF ARIZONA
BOARD OF BEHAVIORAL HEALTH EXAMINERS
1740 WEST ADAMS STREET, SUITE 3600
PHOENIX, AZ 85007
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Board Website: www.azbbhe.us
Email Address: information@azbbhe.us

DOUGLAS A. DUCEY
Governor

TOBI ZAVALA
Executive Director

NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Board of Behavioral Health Examiners hereby commits itself to a policy of non-discrimination as follows:

1. The Board of Behavioral Health Examiners 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 Board of Behavioral Health Examiners 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 Board of Behavioral Health Examiners 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 Board of Behavioral Health Examiners 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 Board of Behavioral Health Examiners is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Director of the Board of Behavioral Health Examiners, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2020 Equal Opportunity Plan throughout all levels of the Department, Donna Dalton shall serve as the Equal Opportunity Administrator for the Board of Behavioral Health Examiners, 1740 West Adams Street, Suite 3600, Phoenix, AZ 85007.

This policy is accessible to employees at www.azbbhe.us and in the office of 1740 West Adams Street, Suite 3600, Phoenix, AZ 85007.

January 3, 2020

Tobi Zavala, Executive Director

Date

Any employee who has any questions or concerns about this policy should talk with Donna Dalton at (602) 542-1811 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.