

Arizona Pioneers' Home

Doug Ducey
Governor



300 South McCormick Street
Prescott, Arizona 86303

Ted Ihrman RN
Superintendent

NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Arizona Pioneers' Home hereby commits itself to a policy of non-discrimination as follows:

1. The Arizona Pioneers' Home 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 Pioneers' Home 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 Pioneers' Home 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. Arizona Pioneers' Home 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 Pioneers' Home is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Director of the Arizona Pioneers' Home, 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 Agency, Karen Brown, shall serve as the Equal Opportunity Administrator for the Arizona Pioneers' Home, telephone (928) 277 - 2733 and email address karen.brown@azph.gov.

This policy is accessible to employees at <https://pioneershome.az.gov> and on our employee bulletin board in the main Chapel lobby at 300 S. McCormick Street, Prescott 86303.

Ted Ihrman, Superintendent

2.16.16

Date

Any employee who has any questions or concerns about this policy should talk with the HR Manager, Karen Brown at (928) 277-2733 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.