



STATE OF ARIZONA
BOARD OF PSYCHOLOGIST EXAMINERS
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KATIE HOBBS
Governor

HEIDI HERBST PAAKKONEN
Executive Director

Arizona Board of Psychologist Examiners NON-DISCRIMINATION POLICY

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

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

As Director of the **Arizona Board of Psychologist Examiners**, 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, **Heidi Herbst Paakkonen** shall serve as the Equal Opportunity Administrator for the **Arizona Board of Psychologist Examiners**. **Heidi Herbst Paakkonen** may be contacted at **602-542-3018** and heidi.paakkonen@psychboard.az.gov.

This policy is accessible to employees at the **Arizona Board of Psychologist Examiners** shared Policy & Procedures folder and also posted on [the agency website](http://www.psychboard.az.gov). Any employee who has any questions or concerns about this policy should contact the Executive Director at 602-542-3018 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.

January 8, 2023

Heidi Herbst Paakkonen, Executive Director

Date