

**Arizona Board of Psychologist Examiners**  
**1740 W. Adams Street, Suite 3403**  
**Phoenix, AZ 85007**  
**Phone: 602-542-8162 Fax: 602-542-8279**  
**<https://psychboard.az.gov>**

### **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:

1. The Arizona Board of Psychologist 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 Arizona Board of Psychologist 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 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 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 Board of Psychologist Examiners 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 Psychologist Examiners, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2019 Equal Opportunity Plan throughout all levels of the agency, Jenna Jones, Executive Director, shall serve as the Equal Opportunity Administrator for the Arizona Board of Psychologist Examiners and may be contacted at 602-542-3018 or by email at [jenna.jones@psychboard.az.gov](mailto:jenna.jones@psychboard.az.gov).

This policy is accessible to employees at <https://psychboard.az.gov> and at the office located at 1740 W. Adams Street, Ste. 3403, Phoenix, AZ 85007.

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.