



Douglas A. Ducey
Governor

Gregory McKay
Director

Arizona Department of Child Safety
2019 Non-Discrimination Policy Statement

The Arizona Department of Child Safety (“DCS”) is committed to providing equal employment opportunities for all individuals regardless of race, color, national origin, age, religion, disability, sex, genetic information, pregnancy, military or veteran status, or any other category protected under applicable federal, state, or local law. As part of this commitment, DCS will not tolerate discrimination or harassment based on these categories or any other characteristic protected by law. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs. In addition, DCS prohibits retaliating against an individual because that person complained about discrimination or harassment, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

The Arizona Department of Child Safety will comply with all applicable federal laws prohibiting discrimination, harassment, and retaliation, including Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title I & Title II of the Americans with Disabilities Act of 1990, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, the Genetic Information Nondiscrimination Act of 2008, and any other applicable federal, state, or local law.

Unlawful discrimination, harassment, and retaliation are not tolerated at the Arizona Department of Child Safety. Such conduct offends the department’s core values and its commitment to equal employment opportunities and inclusion. All DCS employees and community partners are expected to join with and uphold this commitment.

The Arizona Department of Child Safety will post its *Non-Discrimination Policy Statement* on the Arizona Department of Child Safety public website: www.azdcs.gov, the DCS SharePoint website: <https://azdcs.sharepoint.com/SitePages/Home.aspx> and throughout all DCS facilities. DCS Equal Opportunity employer language will state: “Arizona State Government is an AA/EOE/ADA Reasonable Accommodation Employer.”

An individual who wishes to file a complaint or becomes aware of a situation involving unlawful discrimination, harassment, or retaliation, should report the allegation by submitting form DCS-1164A to:

DCS Equal Opportunity Officer
3003 North Central Avenue, Phoenix, Arizona 85012
P: 602-255-2902 F: 602-255-3241
employeerelations@azdcs.gov

As Director of the Arizona Department of Child Safety, 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, Sarah Aupperlee shall serve as the Equal Opportunity Officer for the Arizona Department of Child Safety. Ms. Aupperlee may be contacted at (602) 255-2905 or at sarah.aupperlee@azdcs.gov.

Gregory McKay, Director

2-20-2019

Date