



TITLE	POLICY NUMBER	
Non-Discrimination Policy	DCS 01-04	
RESPONSIBLE AREA	EFFECTIVE DATE	REVISION
Office of the Director	12/02/2021	3

I. POLICY STATEMENT

The Department of Child Safety (DCS) strives to ensure that persons are protected by various laws, regulations, rules, policies and executive orders against discrimination on the basis of race, color, sex, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, political or religious affiliation or ideas, culture, creed, social origin or condition, genetic information, sexual orientation, gender identity or expression, national origin, ancestry, age, disability, military service or veteran status, marital status or any other characteristic protected by law while receiving services from DCS.

This policy will provide information to assist staff in identifying and addressing behaviors and situations of discrimination, and clients with the assurance of equal treatment that strives towards equity.

II. APPLICABILITY

This policy applies to all DCS clients, employees, contracted service providers, interns and volunteers.

III. AUTHORITY

[ACA Section 1557](#)

Nondiscrimination in Health Programs and Activities

[A.R.S. § 8-921](#)

Prohibition on Religious Discrimination;
Adoption Services and Foster Care Services; Enforcement;

	Remedies; Definitions
DCS 04-04	Equal Opportunity Employment
Executive Order 2023-01	Protecting Employment Opportunity
P.L. 110-233	Genetic Information Non-discrimination Act of 2008
20 U.S.C. § 1681 – 1688	Discrimination Based on Sex or Blindness
29 U.S.C. § 701 et seq.	Rehabilitation Act of 1973, as amended
42 U.S.C. § 1981	Equal Rights Under the Law
42 U.S.C. § 2000D et seq.	Federally Assisted Program
U.S.C. § 12101 et seq.	Equal Opportunity for Individuals with Disabilities
42 U.S.C. § 6101-6107	Age Discrimination Act of 1975
28 CFR 35	Nondiscrimination on the Basis of Disability in State and Local Government Services
29 CFR 1635 et seq.	Genetic Information Nondiscrimination Act of 2008

IV. DEFINITIONS

Department or DCS: The Arizona Department of Child Safety.

Director: The Director of the Arizona Department of Child Safety.

Discrimination: Unfair treatment of an individual based on their characteristics rather than individual merit.

V. POLICY

- A. The Department of Child Safety does not and shall not discriminate on the basis of race, color, sex, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, political or religious affiliation or ideas, culture, creed,

social origin or condition, genetic information, sexual orientation, gender identity or expression, national origin, ancestry, age, disability, military service or veteran status, marital status, or any other characteristic protected by law in any of its activities or operations.

- B. DCS staff, contracted service providers, interns and volunteers shall provide all parents and children served with respectful, fair and equitable treatment and access to services to the extent permitted by law.

VI. PROCEDURES

It is the responsibility of all DCS employees to promptly bring any allegation of unlawful discrimination, harassment, or retaliation to the attention of DCS by utilizing the complaint process outlined in [DCS 04-04 Equal Opportunity Employment](#). All allegations of unlawful discrimination, harassment, and retaliation shall be promptly investigated, and any DCS employee who engages in conduct in violation of this policy may be subject to disciplinary action up to and including dismissal.