



STATE OF ARIZONA
DEPARTMENT OF LIQUOR LICENSES AND CONTROL

Katie Hobbs
GOVERNOR

Ben Henry
DIRECTOR

**AZ Department of Liquor Licenses and Control
NON-DISCRIMINATION POLICY**

In recognition of its legal and moral obligations, the Department of Liquor Licenses and Control hereby commits itself to a policy of non-discrimination as follows:

- The Department of Liquor Licenses and Control 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 Department of Liquor Licenses and Control 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 Department of Liquor Licenses and Control 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. Department of Liquor Licenses and Control prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The Department of Liquor Licenses and Control 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 Department of Liquor Licenses and Control is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

800 WEST WASHINGTON, 5th FLOOR PHOENIX, ARIZONA 85007-2934 PHONE (602) 542-5141

WWW.AZLIQUOR.GOV

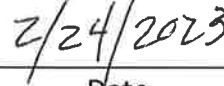
Individuals requiring special accommodations please call (602)542-5141

As Director of the Department of Liquor Licenses and Control, 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, Gino Duran shall serve as the Equal Opportunity Administrator for the Department of Liquor Licenses and Control. Gino Duran may be contacted at 602-364-0646 and Gino.Duran@azliquor.gov.

This policy is accessible to employees at Speakeasy intranet (<https://azliquor.gov/loginmain.cfm>) and on the bulletin board in the building located at 800 W Washington St., 5th Floor, Phoenix, AZ 85007.



Ben Henry, Director



Date

Any employee who has any questions or concerns about this policy should talk with Gino Duran at 602-364-0646 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.