



Doug Ducey  
Governor

# ARIZONA STATE PARKS & TRAILS

Bob Broscheid  
Executive Director



## NON-DISCRIMINATION POLICY

Arizona State Parks and Trails is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunity and prohibits discriminatory practices, including harassment. Therefore, Arizona State Parks and Trails commits itself to the attached Non-Discrimination policy.

- Arizona State Parks and Trails has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- Arizona State Parks and Trails will make every reasonable effort to ensure that all concerned are familiar with this policy and aware that any complaint of violation of such policies will be investigated and resolved appropriately.
- Arizona State Parks and Trails will post our Equal Opportunity Policy Statement. This policy is available on the agency website: <https://azstateparks.com/employment> and on the employee bulletin board in the Central Office, 23751 N. 23<sup>rd</sup> Ave, Suite 190, Phoenix AZ 85085 as well on bulletin boards at the parks and the State Historic Preservation Office, 1100 W. Washington, Phoenix, AZ 85007.
- All employment announcements shall include the phrase:  
**“Arizona State Government is an EOE/ADA Reasonable Accommodation Employer”**

As Director of the Arizona State Parks and Trails, 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 agency, Rayana Mariland shall serve as the Equal Opportunity Administrator for Arizona State Parks and Trails. Rayana Mariland may be contacted at (602) 542-6900 and rmariland@azstateparks.gov.

  
Deputy Director

2/21/20  
Date

Any employee who has any questions or concerns about this policy should talk with the Human Resources Manager at (602) 542-6900 or the Governor's Office of Equal Opportunity, <http://azgovernor.gov/eop/index.asp>, 602-542-3711.