



Doug Ducey
Governor

ARIZONA STATE PARKS & TRAILS

Sue Black
Executive Director



Celebrating 60 Years!

NON-DISCRIMINATION POLICY

Arizona State Parks 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 commits itself to the attached Non-Discrimination policy.

- Arizona State Parks has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- Arizona State Parks 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 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. 23rd 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, 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, Nichole Fleshman shall serve as the Equal Opportunity Administrator for Arizona State Parks. Nichole Fleshman may be contacted at (602) 542-6900 and nfleshman@azstateparks.gov.

Director

2/10/2017

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.