Office of the Director
Arizona Department of Insurance
2910 North 44th Street, Suite 210, Phoenix, Arizona 85018-7269
Web: www.azinsurance.gov | Phone: (602) 364-3471 | Fax: (602) 364-3470

Doug Ducey, Governor
Germaine L. Marks, Director

NON-DISCRIMINATION POLICY

The Arizona Department of Insurance ("ADOI") 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, the ADOI commits itself to the following non-discrimination policy:

- The ADOI has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- The ADOI 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.
- The ADOI will post our EEO Non-Discrimination Policy Statement on the 2nd floor bulletin board at 2910 N. 44th Street, Suite 210 in Phoenix, and on the bulletin board at 1110 W. Washington Street, Suite 270 in Phoenix. Our EEO Non-Discrimination Policy Statement is available electronically to existing ADOI employees only at the ADOI's Intranet site, http://cronos/bus/index.html, and to the public on the home page of the ADOI's Internet website at www.azinsurance.gov.
- All employment announcements shall include the phrase:

"Arizona State Government is and EOE/ADA Reasonable Accommodation Employer."

As Director of the ADOI, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity/Non-Discrimination Policy throughout all levels of the ADOI, Barbara A. Beltran shall serve as the Equal Opportunity Administrator for the ADOI. Barbara A. Beltran can be contacted at bbeltran@azinsurance.gov and/or 602-364-2458.

Germaine L. Marks

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January 5, 2015

Date

Any employee who has any questions or concerns about this policy should talk with ADOI Human Resources, ADOA Shared Services Manager at 602-542-0680, or the Governor's Office of Equal Opportunity, http://azgovernor.gov/eop/index.asp or 602-542-3711.