**DOUGLAS A. DUCEY**
Governor

**THOMAS BUSCHATZKE**
Director

**ARIZONA DEPARTMENT *of* WATER RESOURCES**
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# NON-DISCRIMINATION POLICY

The Arizona Department of Water Resources (ADWR) 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 Arizona Department of Water Resources commits itself to the attached Non-Discrimination policy.

- The Arizona Department of Water Resources has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.

- The Arizona Department of Water Resources 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 Arizona Department of Water Resources will post our Equal Opportunity Policy Statement. This policy is available on the ADWR Employee Intranet: http://intranet/IntranetSite/ and on the Human Resources Office bulletin board at 3550 N. Central Avenue, Phoenix, AZ 85012.

- All employment announcements shall include the phrase:

**"Arizona State Government is an EOE/ADA Reasonable Accommodation Employer"**

As Director of the Arizona Department of Water Resources, 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, Lupe Beimer shall serve as the Equal Opportunity Administrator for the Arizona Department of Water Resources. Lupe Beimer may be contacted at (602) 771-8505 *or lrbeimer@azwater.gov*

Thomas Buschatzke, Agency Director

2/3/15
Date

Any employee who has any questions or concerns about this policy should contact the ADWR Human Resources Office, at (602) 771-8505 or the Governor's Office of Equal Opportunity, http://azgovernor.gov/eop/index.asp, (602) 542-3711.