



DOUGLAS A. DUCEY  
Governor

THOMAS BUSCHATZKE  
Director

**ARIZONA DEPARTMENT of WATER RESOURCES**  
3550 North Central Avenue, Second Floor  
Phoenix, Arizona 85012-2105  
602.771.8500  
azwater.gov

## NON-DISCRIMINATION POLICY

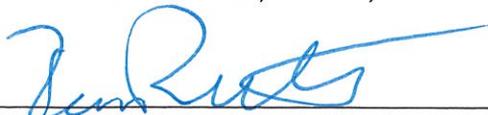
In recognition of its legal and moral obligations, the Arizona Department of Water Resources (ADWR) hereby commits itself to a policy of non-discrimination as follows:

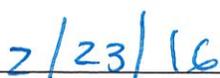
1. The Arizona Department of Water Resources shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
2. All ADWR management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, seniors, LGBT and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. The Arizona Department of Water Resources 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 and discrimination. The Arizona Department of Water Resources prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
4. The Department will post the Non-Discrimination Policy throughout departmental facilities.
5. 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”

ADWR is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Director of ADWR, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2016 Equal Opportunity Plan throughout all levels of the Department, Lupe Beimer shall serve as the Equal Opportunity Administrator for the Arizona Department of Water Resources, (602) 771-8505, [lbeimer@azwater.gov](mailto:lbeimer@azwater.gov). This policy is accessible to employees at <http://intranet/IntranetSite/> and on the Human Resources Office bulletin board at 3550 N. Central Avenue, Phoenix, AZ 85012.

  
\_\_\_\_\_  
Thomas Buschatzke, Agency Director

  
\_\_\_\_\_  
Date

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