

KATIE M. HOBBS  
Governor



THOMAS BUSCHATZKE  
Director

ARIZONA DEPARTMENT of WATER RESOURCES  
1110 West Washington Street, Suite 310  
Phoenix, Arizona 85007  
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## **Arizona Department of Water Resources NON-DISCRIMINATION POLICY**

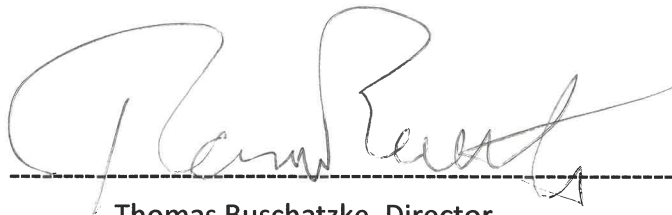
In recognition of its legal and moral obligations, the Arizona Department of Water Resources hereby commits itself to a policy of non-discrimination as follows:

- The Arizona Department of Water Resources shall not discriminate on the basis of race, color, national origin, religion, age, disability, genetic information, sex, pregnancy, military or veteran status, or any other status protected by federal law, state law, or regulation. 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 assignments.
- All Arizona Department of Water Resources management personnel shall actively support recruitment and career development programs to ensure equitable representation of individuals on a nondiscriminatory basis, in all job categories and pay grades.
- 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.
- The Arizona Department of Water Resources will post the Non-Discrimination Policy throughout departmental facilities and communicate electronically either by email and/or by posting on employee-facing websites/intranet pages, as appropriate.
- All written bid announcements, requests for proposals, employment announcements, requests for applications, program brochures, literature, and general solicitations shall include the phrase:

The Arizona Department of Water Resources is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

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 Plan throughout all levels of the Agency, 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 and [lrbeimer@azwater.gov](mailto:lrbeimer@azwater.gov)

This policy is accessible to employees at Arizona Department of Water Resources website [www.azwater.gov](http://www.azwater.gov) and on the bulletin board in the building located at 1110 West Washington, Suite 310 Phoenix, Arizona 85007.



Thomas Buschatzke, Director

2/20/2024

Date

Any employee who has any questions or concerns about this policy should talk with Shari Burda at 602-542-3363 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.