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Governor

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Director

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

The Arizona Department of Water Resources 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 Employee Intranet: <http://intranet/intranetSite/> and on the bulletin board in the lunch room of the Building, located at 1110 W. Washington St. Suite 310, Phoenix, AZ 85007 as well as on bulletin boards in other facilities.
- 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 and [lrbeimer@azwater.gov](mailto:lrbeimer@azwater.gov)

  
Director

3/20/18  
Date

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