

KATIE HOBBS
GOVERNOR



VICTORIA WHITMORE
EXECUTIVE DIRECTOR

ARIZONA STATE VETERINARY MEDICAL EXAMINING BOARD

1740 W. ADAMS STREET, SUITE 4600, PHOENIX, AZ 85007
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VETBOARD.AZ.GOV

Arizona Veterinary Medical Examining Board Non-Discrimination Policy

In recognition of its legal and moral obligations, the ARIZONA VETERINARY MEDICAL EXAMINING BOARD hereby commits itself to a policy of non-discrimination as follows:

- The ARIZONA VETERINARY MEDICAL EXAMINING BOARD shall not discriminate on the basis of race, color, national origin, religion, age, disability, genetic information, sex (including sexual orientation and gender identity), 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 VETERINARY MEDICAL EXAMINING BOARD 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 VETERINARY MEDICAL EXAMINING BOARD shall not tolerate discrimination in the Arizona Veterinary Medical Examining Board 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 VETERINARY MEDICAL EXAMINING BOARD prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The ARIZONA VETERINARY MEDICAL EXAMINING BOARD 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:
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"An Equal Employment Opportunity Agency"

The ARIZONA VETERINARY MEDICAL EXAMINING BOARD is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Director of the ARIZONA VETERINARY MEDICAL EXAMINING BOARD, 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 ARIZONA VETERINARY MEDICAL EXAMINING BOARD, Victoria Whitmore shall serve as the Equal Opportunity Administrator for the ARIZONA VETERINARY MEDICAL EXAMINING BOARD. Ms. Whitmore may be contacted at 602-542-8150 and Victoria.whitmore@vetboard.az.gov. Alternatively, employees of the agency may contact ADOA Human Resources staff at 602-542-5482 or humanresources@azdoa.gov.

This policy is accessible to employees at ARIZONA VETERINARY MEDICAL EXAMINING BOARD website (vetboard.az.gov) and on the bulletin board in the file room at the agency office located at 1740 W. Adams St., Suite 4600, Phoenix, AZ, 85006.



Executive Director

1/19/25

Date