



ARIZONA STATE VETERINARY MEDICAL EXAMINING BOARD

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

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, 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 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, discrimination. 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:

"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 the Executive Director of the Arizona State Veterinary Medical Examining Board, 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, Victoria Whitmore shall serve as

the Equal Opportunity Administrator for the Arizona State Veterinary Medical Examining Board. Victoria Whitmore can be contacted at 602-542-8150 or victoria.whitmore@vetboard.az.gov. Alternatively, staff may contact the ADOA HR Shared Services representative for the agency at Nicole.baker@azdoa.gov.

This policy is accessible to employees at AVMEB's website at vetboard.az.gov and on the at the Board office at 1740 W. Adams St., Suite 4600, Phoenix, Arizona in the file room announcement area.



Victoria Whitmore
Executive Director

2/22/24

Date

Any employee who has any questions or concerns about these policies should talk with Agency Personnel, ADOA Human Resources/Employee Relations staff, or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov> or 602-542-3711.