



STATE OF ARIZONA
DEPARTMENT OF REAL ESTATE

DOUGLAS A. DUCEY
GOVERNOR

JUDY LOWE
COMMISSIONER

2910 NORTH 44TH STREET, SUITE 100, PHOENIX, ARIZONA 85018
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NON-DISCRIMINATION POLICY

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

1. The Arizona Department of Real Estate 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 Arizona Department of Real Estate 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 Real Estate 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 Department of Real Estate 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, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

"AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY"

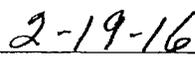
The Arizona Department of Real Estate is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Director of the Arizona Department of Real Estate, 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, Sarah Dobbins, Chief of Staff shall serve as the Equal Opportunity Administrator for the Arizona Department of Real Estate, 602-771-7766 and sdobbins@azre.gov.

This policy is accessible to employees at [ADRE Intranet](#) and in hard copy on the Department's Administration and Licensing offices (Employee Bulletin Boards) at 2910 N. 44th St., Suites 100 and 110, Phoenix, AZ 85018.



Judy Lowe, Commissioner



Date

Any employee who has any questions or concerns about this policy should talk with the Chief of Staff, Sarah Dobbins at (602) 771-7766 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.