



STATE OF ARIZONA  
DEPARTMENT OF LIQUOR LICENSES AND CONTROL

Douglas A. Ducey  
GOVERNOR

John Cocca  
DIRECTOR

**NON-DISCRIMINATION POLICY**

In recognition of its legal and moral obligations, the Arizona Department of Liquor Licenses and Control (Department of Liquor) hereby commits itself to a policy of non-discrimination as follows:

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

As Director of the Department of Liquor, 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, Lee Hill shall serve as the Equal Opportunity Administrator for the Department of Liquor, [lee.hill@azliquor.gov](mailto:lee.hill@azliquor.gov), 602-364-1936.

This policy is accessible to employees at 800 W. Washington, 5<sup>th</sup> Floor lunch room and on the agency's Intranet site.

  
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John Cocca, Director

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January 15, 2016  
Date

Any employee who has any questions or concerns about this policy should talk with Lee Hill, [lee.hill@azliquor.gov](mailto:lee.hill@azliquor.gov), 602-364-1936 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.

800 WEST WASHINGTON, 5<sup>th</sup> FLOOR PHOENIX, ARIZONA 85007-2934 PHONE (602) 542-5141 FAX (602) 542-5707

WWW.AZLIQUOR.GOV

Individuals requiring special accommodations please call (602)542-9051