

NON-DISCRIMINATION POLICY

The Arizona Health Care Cost Containment System (AHCCCS) is committed to a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunity and prohibits discriminatory practices. Therefore, AHCCCS commits itself to a policy of non-discrimination as follows:

1. AHCCCS 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.
2. All AHCCCS 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.
3. AHCCCS 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 and/or discrimination. AHCCCS prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
4. All written bid announcements, request for proposals, employment announcements, requests for application, program brochures, literature and general solicitations shall include the phrase:

“Arizona State Government is an AA/EOE/ADA Reasonable Accommodation Employer”

AHCCCS is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Director of AHCCCS, 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 Agency, Veronica Castillon, Employee Relations Administrator, shall serve as the Equal Opportunity Administrator for AHCCCS. Ms. Castillon may be contacted at employeerelations@azahcccs.gov or (602) 417-4678.

This policy is accessible to employees on the AHCCCS Internet on the “Careers” web pages and on the AHCCCS Employee Intranet (Hub) under Human Resources and Development (HRD) along with the internal and external complaint process. Additionally, it is posted in the 801 E. Jefferson, Phoenix, AZ building on the first-floor and the HRD Office located on the fourth floor.


Carmen Heredia, Director

02/27/2023
Date

Any employee who has questions or concerns about this policy may contact Veronica Castillon at AHCCCS (contact information above) or the Governor's Office of Equal Opportunity at (602) 542-3711 (website: <http://eo.azgovernor.gov>).