



## Arizona State Schools for the Deaf and the Blind

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### NON-DISCRIMINATION POLICY

The Arizona State School for the Deaf and the Blind is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunity and prohibits discriminatory practices, including harassment. Therefore, the Arizona State Schools for the Deaf and the Blind commits itself to the attached Non-Discriminatory policy.

- The Arizona State Schools for the Deaf and the Blind has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- The Arizona State Schools for the Deaf and the Blind will make every reasonable effort to ensure that all concerned are familiar with this policy and aware that any complaint of violation of such policies will be investigated and resolved appropriately.
- Arizona State Schools for the Deaf and the Blind will post our Equal Opportunity Policy Statement. This policy is available on The Arizona State Schools for the Deaf and the Blind website: <https://asdb.az.gov> and on the bulletin board in the main lobby of the Arizona State Schools for the Deaf and the Blind, located at 1200 W Speedway Blvd Tucson, Arizona 85745 as well as on bulletin boards in other Arizona State Schools for the Deaf and the Blind facilities.
  - 800 W. Washington Street, Phoenix, AZ 85007
  - 7654 N. 19<sup>th</sup> Avenue, Phoenix AZ 85021
  - 2051 W. Northern Avenue, Suite 200, Phoenix, AZ85021
  - 153 W. Vista, Holbrook, AZ 86025
  - 1000 E. Butler Avenue, Suite 115, Flagstaff, AZ 86021
  - 2450 S. 4<sup>th</sup> Avenue, Suite 600, Yuma, AZ 85364
- All employment announcements shall include the phrase:  
**“Arizona State Government is an EOE/ADA Reasonable Accommodation Employer”**

As Director of The Arizona State Schools for the Deaf and the Blind, 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, Anita Pyeatt shall service as the Equal Opportunity Administrator for The Arizona State Schools for the Deaf and the Blind. Anita Pyeatt may be contacted at 520-770-3255 and [Anita.Pyeatt@asdb.az.gov](mailto:Anita.Pyeatt@asdb.az.gov)

Annette Reichman  
Director

3-28-18  
Date

Any employee who has any questions or concerns about this policy should talk with Anita Pyeatt at 520-770-3255 or the Governor’s Office of Equal Opportunity, <http://azgovernor.gov/eop/index.asp>, 602-542-3711.