



Douglas A. Ducey,  
Governor

# Arizona State Board of Podiatry Examiners

“Protecting the Public’s Health”

1400 West Washington, Suite 230  
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W: [www.podiatry.az.gov](http://www.podiatry.az.gov)

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## NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Arizona State Board of Podiatry Examiners hereby commits itself to a policy of non-discrimination as follows:

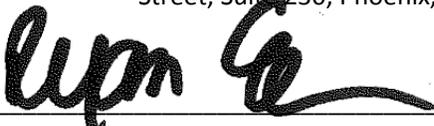
1. The Arizona State Board of Podiatry Examiners shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, 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 State Board of Podiatry Examiners’ 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 State Board of Podiatry Examiners 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 State Board of Podiatry Examiners 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 State Board of Podiatry Examiners is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Director of the Arizona State Board of Podiatry Examiners, 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, Ryan P. Edmonson shall serve as the Equal Opportunity Administrator for the Arizona State Board of Podiatry Examiners, 602.542.8151; [ryan.edmonson@podiatry.az.gov](mailto:ryan.edmonson@podiatry.az.gov).

This policy is accessible to employees at <https://podiatry.az.gov> and 1400 West Washington Street, Suite 230, Phoenix, Arizona 85007.

  
Ryan P. Edmonson, Executive Director

January 4, 2016  
Date

Any employee who has any questions or concerns about this policy should talk with Ryan P. Edmonson, Executive Director at 602.542.8151, [ryan.edmonson@podiatry.az.gov](mailto:ryan.edmonson@podiatry.az.gov) or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602.542.3711.

**The Americans with Disabilities Act:** Persons with disabilities may request reasonable accommodations, such as sign language interpreters. Requests should be made as early as possible to allow time to arrange the accommodation. This document is available in alternative format upon request.