



ARIZONA STATE BOARD OF PHYSICAL THERAPY

1740 W. Adams Street, Suite 2450 • Phoenix, AZ 85007 • (602) 274 – 0236
ptboard.az.gov

NON-DISCRIMINATION POLICY

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

1. The Arizona State Board of Physical Therapy 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 Physical Therapy 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 Physical Therapy 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. The Arizona State Board of Physical Therapy 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 Physical Therapy is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Interim Executive Director of the Arizona State Board of Physical Therapy, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2021 Equal Opportunity Plan throughout all levels of the agency, Judy Chepeus, Interim Executive Director, shall serve as the Equal Opportunity Administrator for the Arizona State Board of Physical Therapy and may be contacted at 602-271-7365 or by email at judy.chepeus@ptboard.az.gov.

This policy is accessible to employees at <https://ptboard.az.gov> and at the office located at 1740 W. Adams Street, Ste. 2450, Phoenix, AZ 85007. Any employee who has any questions or concerns about this policy should contact the Interim Executive Director at 602-271-7365 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.

Judy Chepeus

Judy Chepeus, Interim Executive Director

Date