



## ARIZONA STATE BOARD OF PHYSICAL THERAPY

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

- The Arizona State Board of Physical Therapy 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.
- All Arizona State Board of Physical Therapy 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.
- 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.
- The Arizona State Board of Physical Therapy will post the Non-Discrimination Policy throughout departmental facilities, and communicate electronically either by email and/or by posting on employee-facing websites/intranet pages, as appropriate.
- 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 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 Equal Opportunity Plan throughout all levels of the agency, Judy Chepeus, 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](mailto: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.

*Judy Chepeus*

Judy Chepeus, Executive Director

January 17, 2023

Date

Any employee who has any questions or concerns about this policy should contact the Executive Director at 602-271-7365 or the Governor's Office of Equal Opportunity, <https://eo.azgovernor.gov/>, 602-542-3711.