

**Board of Physical Therapy  
Non-Discrimination Policy**

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

- The Board of Physical Therapy shall not discriminate on the basis of race, color, national origin, religion, age, disability, genetic information, sex (including sexual orientation and gender identity), 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 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 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, and discrimination. The Board of Physical Therapy prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The 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, requests for proposals, employment announcements, requests for applications, program brochures, literature, and general solicitations shall include the phrase:

**“An Equal Employment Opportunity Agency”**

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

As Director of the 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 Board of Physical Therapy, Judy Chepeus shall serve as the Equal Opportunity Administrator for the Board of Physical Therapy. Judy Chepeus may be contacted at 602.271.7365 and [judy.chepeus@ptboard.az.gov](mailto:judy.chepeus@ptboard.az.gov).

This policy is accessible to employees at Board of Physical Therapy website ([ptboard.az.gov](http://ptboard.az.gov)) and on the bulletin board in the building located at 1740 W. Adams St., Ste 2450, Phoenix, AZ 85007.

*Judy Chepeus*

1/21/2025

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**Judy Chepeus** / Director

Date

Any employee who has any questions or concerns about this policy should talk with Judy Chepeus and 602.271.7365 or [judy.chepeus@ptboard.az.gov](mailto:judy.chepeus@ptboard.az.gov), or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>