



**HUMAN RESOURCES DIVISION**  
**Arizona Department of Insurance and Financial Institutions**  
100 North 15<sup>th</sup> Avenue, Suite 261, Phoenix, AZ 85007-2630  
Phone: (602) 364-3100 | Web: <https://difi.az.gov>

**Douglas A. Ducey, Governor**  
**Evan G. Daniels, Director**

## **NON-DISCRIMINATION POLICY**

In recognition of its legal and moral obligations, the Arizona Department of Insurance and Financial Institutions hereby commits itself to a policy of non-discrimination as follows:

1. The Department of Insurance and Financial Institutions 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, promotion, 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 Department of Insurance and Financial Institutions 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 Department of Insurance and Financial Institutions 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 Department of Insurance and Financial Institutions 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:

**“Arizona State Government is an AA/EOE/ADA Reasonable Accommodation Employer”**

The Arizona Department of Insurance and Financial Institutions is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

This policy is accessible to employees on AZDIFI’s intranet at [-https://sites.google.com/azdifi.gov/difi-intranet/home](https://sites.google.com/azdifi.gov/difi-intranet/home) and on the bulletin board in the building located at 100 North 15th Avenue, Suite 261, Phoenix, ARIZONA 85007.

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Evan G. Daniels  
Director

2/23/2022

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Date

Any employee who has any questions or concerns about this policy should talk with the EO Administrator, Nicole Baker at (602) 364-0108 or the Governor’s Office of Equal Opportunity, <http://azgovernor.gov/eop/index.asp> or 602-542-3711.