ARIZONA STATE BOARD FOR PRIVATE POSTSECONDARY EDUCATION
1400 W. WASHINGTON STREET, ROOM 260
PHOENIX, AZ 85007

NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Arizona State Board for Private Postsecondary Education ("PVA Board") hereby commits itself to a policy of non-discrimination as follows:

1. The PVA Board 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 PVA Board 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 PVA Board 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 PVA Board prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

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

As Director of the PVA Board, 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, Teri Stanfill, Executive Director shall serve as the Equal Opportunity Administrator for the PVA Board, 602-542-2399, teri.stanfill@azppse.gov.

This policy is accessible to employees at www.azppse.gov and the Director's office.

Teri Stanfill, Executive Director — February 16, 2017

Any employee who has any questions or concerns about this policy should talk with Executive Director at 602-542-2399 or the Governor's Office of Equal Opportunity, http://eo.azgovernor.gov, 602-542-3711.