



ARIZONA HISTORICAL SOCIETY
Non-Discrimination Policy

In recognition of its legal and moral obligations, the Arizona Historical Society hereby commits itself to a policy of non-discrimination as follows:

- The **Arizona Historical Society** 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 **Arizona Historical Society** 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 Historical Society** 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 **Arizona Historical Society** prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The **Arizona Historical Society** 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”

Katie Hobbs
Governor



The **Arizona Historical Society** is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Director of the **Arizona Historical Society**, 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 **Arizona Historical Society**, Salessia McGowan shall serve as the Equal Opportunity Administrator for the **Arizona Historical Society**. Salessia McGowan may be contacted at 480-387-5361 and, smcgowan@azhs.gov.

This policy is accessible to employees at **the Arizona Historical Society** website (arizonahistoricalsociety.org) and on the bulletin board in the building located at Arizona Heritage Center 1300 N. College Avenue, Tempe, Arizona 85281. Arizona History Museum 949 E. 2nd Street, Tucson, Arizona 85719. Pioneer Museum 2340 N. Fort Valley Road, Flagstaff, Arizona 86001.

David Breeckner

January 29, 2025

David Breeckner, Executive Director

Date

Any employee who has any questions or concerns about this policy should talk with Salessia McGowan and 480-387-5361 or smcgowan@azhs.gov, or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>