

Governor  
Kathleen M. Hobbs

**ARIZONA BOARD OF OSTEOPATHIC EXAMINERS  
IN MEDICINE AND SURGERY**

1740 WEST ADAMS STREET, SUITE 2410  
PHOENIX, ARIZONA 85007  
PH (480) 657-7703 | FX (480) 657-7715  
www.azdo.gov | questions@azdo.gov

**Executive Director**

Justin Bohall

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## **NON-DISCRIMINATION POLICY**

The Arizona Board of Osteopathic Examiners in Medicine and Surgery is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunity and prohibits discriminatory practices, including harassment. Therefore, the Board of Osteopathic Examiners commits itself to the attached Non-Discrimination policy.

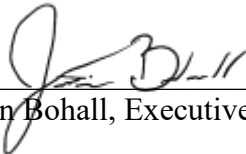
1. The Board has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
2. The Board will make every reasonable effort to ensure that all concerned are familiar with this policy and aware that any complaint of violation of such policies will be investigated and resolved appropriately.
3. The 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.
4. All 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.
5. The 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 Board prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
6. The Board will post the Non-Discrimination Policy throughout board facilities.
7. 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 EOE/ADA Reasonable Accommodation Employer”**

The Board of Osteopathic Examiners 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 Osteopathic Examiners, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2021 Equal Opportunity Plan throughout all levels of the Department, the Deputy Director shall serve as the Equal Opportunity Administrator for the Board of Osteopathic Examiners and can be reached at 602.771.2521 or [Lindsey.Castro@azdo.gov](mailto:Lindsey.Castro@azdo.gov).

This policy is accessible to employees at [www.azdo.gov](http://www.azdo.gov) and in the office suite.

  
Justin Bohall, Executive Director

February 27, 2023

Date

Any employee who has any questions or concerns about this policy should talk with the Deputy Director at 602.771.2521 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.