

Arizona State Mine Inspector



PAUL D. MARSH

1700 W. Washington Suite 403
Phoenix, Arizona 85007-2805
(602) 542-5971
Fax (602) 542-5335



ARIZONA STATE MINE INSPECTOR Non-Discrimination Policy

In recognition of its legal and moral obligations, the ARIZONA STATE MINE INSPECTOR hereby commits itself to a policy of non-discrimination as follows:

- The ARIZONA STATE MINE INSPECTOR 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 STATE MINE INSPECTOR 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 STATE MINE INSPECTOR shall not tolerate discrimination in the ARIZONA STATE MINE INSPECTOR 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 STATE MINE INSPECTOR prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The ARIZONA STATE MINE INSPECTOR 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:

Katie Hobbs
Governor

“An Equal Employment Opportunity ARIZONA STATE MINE INSPECTOR”

The ARIZONA STATE MINE INSPECTOR is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Director of the ARIZONA STATE MINE INSPECTOR, 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 STATE MINE INSPECTOR, Laurie Swartzbaugh shall serve as the Equal Opportunity Administrator for the ARIZONA STATE MINE INSPECTOR. Laurie Swartzbaugh may be contacted at 602-542-5921 and lswartzbaugh@asmi.az.gov.

This policy is accessible to employees at ARIZONA STATE MINE INSPECTOR website (asmi.az.gov) and on the bulletin board in the building located at 1700 W Washington Street, Suite 403, Breakroom, Phoenix, Arizona 85007.



Paul D. Marsh

6 January 2025

Date

Any employee who has any questions or concerns about this policy should talk with Laurie Swartzbaugh at 602-542-5921 or lswartzbaugh@asmi.az.gov, or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>



1700 W. Washington Suite 403
Phoenix, Arizona 85007-2805
(602) 542-5971
Fax (602) 542-5335

