

AHCCCS NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Arizona Health Care Cost Containment System (AHCCCS) hereby commits itself to a policy of non-discrimination as follows:

- The AHCCCS 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 AHCCCS 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 AHCCCS shall not tolerate discrimination in the AHCCCS 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 AHCCCS prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The AHCCCS 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”

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

As Director of the AHCCCS, 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 AHCCCS, Veronica Castillon, Employee Relations Administrator, shall serve as the Equal Opportunity Administrator for AHCCCS. Ms. Castillon may be contacted at 602.417.4824 and employeerelations@azahcccs.gov.

This policy is accessible to employees on the AHCCCS Employee Hub, under Human Resources and Development (HRD) along with the internal and external complaint process. Additionally, it is posted in common employee areas in the AHCCCS Central Office building and all satellite AHCCCS offices.



Carmen Heredia, Director

2/28/2025
Date

Any employee who has any questions or concerns about this policy should talk with Veronica Castillon at AHCCCS (contact information above) or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>.