



## Arizona Medical Board

9545 E. Doubletree Ranch Road, Scottsdale AZ 85258 • website: [www.azmd.gov](http://www.azmd.gov)  
Phone (480) 551-2700 • Toll Free (877) 255-2212 • Fax (480) 551-2707

### Governor

Douglas A. Ducey

### Members

Richard Perry, M.D.  
Chair  
Physician Member

James Gillard, M.D.  
Vice-Chair  
Physician Member

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Secretary  
Public Member

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Physician Member

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Physician Member

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Physician Member

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Physician Member

Lois E. Krahn, M.D.  
Physician Member

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Physician Member

Wanda Salter, R.N.  
Public Member/R.N.

### Executive Director

Patricia E. McSorley

## NON-DISCRIMINATION POLICY

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

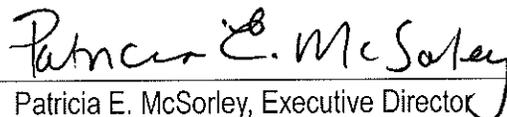
1. The Arizona Medical Board shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
2. All Arizona Medical 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 Arizona Medical 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. Arizona Medical Board prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
4. The Department 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:

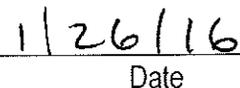
### "AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY"

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

As Director of the Arizona Medical 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, Evangeline Webster shall serve as the Equal Opportunity Administrator for the Arizona Medical Board, (480) 551-2714 at [ewebster@azmd.gov](mailto:ewebster@azmd.gov).

This policy is accessible to employees at [www.azmd.gov](http://www.azmd.gov) and [www.azpa.gov](http://www.azpa.gov).

  
Patricia E. McSorley, Executive Director

  
Date

Any employee who has any questions or concerns about this policy should talk with, ADOA Shared Services Manager at 602-542-4757 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.