



# RESIDENTIAL UTILITY CONSUMER OFFICE

[www.azruco.gov](http://www.azruco.gov)

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Katie Hobbs  
Governor

Cynthia Zwick  
Cabinet Executive Officer  
Executive Deputy Director

## RESIDENTIAL UTILITY CONSUMER OFFICE NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Residential Utility Consumer Office hereby commits itself to a policy of non-discrimination as follows:

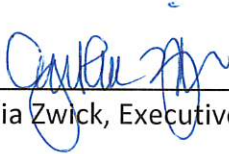
- The Residential Utility Consumer Office shall not discriminate on the basis of race, color, national origin, religion, age, disability, sexual orientation, genetic information, sex, pregnancy, military or veteran status, or any other status protected by federal law, state law, or regulation. Equal 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 Residential Utility Consumer Office 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 Residential Utility Consumer Office 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. Residential Utility Consumer Office prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The Residential Utility Consumer Office 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 Residential Utility Consumer Office is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Director of the Residential Utility Consumer Office, 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 Department, Renee de la Fuente shall serve as the Equal Opportunity Administrator for the Residential Utility Consumer Office, 602-364-4845, and [rdefuente@azruco.gov](mailto:rdefuente@azruco.gov)).

This policy is accessible to employees at <https://ruco.az.gov/about/non-discrimination-policy> and in the copy room.



\_\_\_\_\_  
(Cynthia Zwick, Executive Deputy Director)



\_\_\_\_\_  
Date

Any employee who has any questions or concerns about this policy should talk with the Renee de la Fuente at 602-364-4845 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.