



RESIDENTIAL UTILITY CONSUMER OFFICE

www.azruco.gov

1110 WEST WASHINGTON · SUITE 220 · PHOENIX, ARIZONA 85007 · PHONE: (602) 364-4835 · FAX: (602) 364-4846

Janice K. Brewer
Governor

Patrick J. Quinn
Director

RESIDENTIAL UTILITY CONSUMER OFFICE NON-DISCRIMINATION POLICY

The Residential Utility Consumer Office 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 Residential Utility Consumer Office commits itself to the attached Non-Discrimination policy.

- The Residential Utility Consumer Office has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- The Residential Utility Consumer Office 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.
- The Residential Utility Consumer Office will post our Equal Opportunity Policy Statement. This policy is available on the Residential Utility Consumer website at www.azruco.gov and on the bulletin board in the agency's Human Resource Office and on the bulletin board in the agency's supply/copier room.
- All employment announcements shall include the phrase.

"Arizona State Government is an EOE/ADA Reasonable Accommodation Employer"

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 Policy throughout all levels of the Department, Cheryl Fraulob shall serve as the Equal Opportunity Administrator for the Residential Utility Consumer Office. Cheryl Fraulob may be contacted at (602) 364-4845 or cfraulob@azruco.gov.


Patrick J. Quinn, Director

1/2/2014
Date

Any employee who has any questions or concerns about this policy should talk with Agency Personnel, Human Resources, Employee Relations staff, or the Governor's Office of Equal Opportunity, <http://azgovernor.gov/eop/index.asp>, 602-542-3711