

Arizona Governor's Office of Highway Safety Non-Discrimination Policy

In recognition of its legal and moral obligations, the **Arizona Governor's Office of Highway Safety** hereby commits itself to a policy of non-discrimination as follows:

The **Arizona Governor's Office of Highway Safety** 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 Governor's Office of Highway Safety** 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 Governor's Office of Highway Safety** 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, and discrimination

The **Arizona Governor's Office of Highway Safety** prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

The **Arizona Governor's Office of Highway Safety** 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, and requests for applications, program brochures, literature, and general solicitations shall include the phrase:

"An Equal Employment Opportunity Agency"

The **Arizona Governor's Office of Highway Safety** is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Director of the **Arizona Governor's Office of Highway Safety**, 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 Governor's Office of Highway Safety**, Lissette Morgan shall serve as the Equal Opportunity Administrator for the **Arizona Governor's Office of Highway Safety**. Lissette Morgan may be contacted at 602-255-3202 and lmorgan@azgohs.

This policy is accessible to employees at **Arizona Governor's Office of Highway Safety** website <https://gohs.az.gov/> and on the bulletin board in the Human Resources Liaison Office 1700 W. Washington Street Executive Tower Suite 430 Phoenix AZ 85007.



J.M. "Jesse" Torrez / Director

Date 01/27/2025

Any employee who has any questions or concerns about this policy should talk with Lissette Morgan and 602-255-3202 or lmorgan@azgohs.gov, or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>

CY2024 Agency Complaint Data

I. Agency Name : Arizona Governor's Office of Highway Safety

Bases	Internal Complaints Total by Type CY 2024	Percent % of Total by Type	Formalized Claims (EEOC or Court) Total by Type CY 2024	Mediated Cases Total by Type CY 2024	Aged Cases Open > year Total by Type CY 2024	Resolved Cases Total by Type CY 2024
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0
Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Pregnancy	0	0	0	0	0	0
Race/Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	0	0
Sex	0	0	0	0	0	0



Katie Hobbs
Governor

J.M. "Jesse" Torrez
Director
Governor's Highway Safety Representat

Cumulative TOTALS for each column	0	0	0	0	0	0
Total Separations of EO Complainants (of internal employees)	0	0	0	0	0	0
Total Applicant Complaints	0	0	0	0	0	1

II. Contact Name: Lissette Morgan
Title: ASO III Administrative Manager/ Human Resources Liaison
Phone: 602-255-3202
Email: lmorgan@azgohs.gov

III. Person in charge of sending EEOC Charge Letters to GOEO (if different):

Contact Name and Title:
Phone:
Email:

Send to: EqualOpportunity@az.gov