

OEO

Office of Equal Opportunity

**Arizona Department of
Economic Security**

**1789 W. Jefferson St.
4th Floor, SE
Phoenix, Arizona 85007**

**Phone 602.364.3976
Fax 602.364.3982**

OEO Policy

Under the authority and conditions stated by:

- Age Discrimination in Employment Act of 1967
- Americans with Disabilities Act of 1990
- Arizona Civil Rights Act
- Rehabilitation Act of 1973, as amended
- Civil Rights Act of 1964 and 1991
- Equal Pay Act of 1963
- Older Workers Benefit Protection Act of 1990
- Vietnam Era Veterans Readjustment Assistance Act of 1974
- Genetic Information Nondiscrimination Act of 2008

**The OEO respects and represents all clients
and employees equally and impartially.**

If you have questions, feel free to contact the OEO office at the number above. Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting us at (602) 364-3976.

The Office of Equal Opportunity (OEO) provides assistance to DES employees and clients by investigating, mediating, and resolving discriminatory issues within DES.

The OEO monitors the compliance of DES programs to ensure they meet Federal guidelines prohibiting discrimination.

The OEO cooperates with other agencies or person(s) in educating and promoting a diverse, equal opportunity workplace.

DES Clients

1. No client shall be discriminated against in the application and delivery of services or benefits on the grounds of race, color, genetics, religion, national origin, sex, age, disability, or political beliefs.
2. No client shall be intimidated, harassed, threatened, retaliated against, or coerced because he or she has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing.

DES Employees

In compliance with state and federal law, the OEO has the responsibility of ensuring that:

1. No employee or job applicant shall be discriminated against on the basis of race, color, genetics, religion, national origin, sex, age, disability, or political beliefs, in the selection/testing, compensation, evaluation, termination, and in any other employment practices.
2. No employee shall be intimidated, harassed, threatened, retaliated against, coerced, or disciplined because he or she has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing.
3. Under the provision of existing employment laws and congressional acts, equal opportunity shall be implemented to improve the work opportunities of all department employees.
4. Management shall be responsible for ensuring the enforcement of all state and federal laws, and referring employees to the OEO.

Confidentiality

In the course of the discrimination complaint* process, all information received, including the results, are confidential and will not be released to any person(s) unless authorized by policy or provision of law.

*Complaints must be submitted within 300 days from the date of the alleged violation, in order to protect the charging party's rights.

Technical Assistance/Mediation

The OEO takes a proactive stance on discrimination. The OEO will provide technical assistance to employees, managers, supervisors, or clients regarding Civil Rights and equal opportunity matters. Providing technical assistance, such as mediation, in cooperation with the Governor's Office of Equal Opportunity, in the Alternative Dispute Resolution process, often alleviates the need to file an official complaint.

Other Resources

Arizona Civil Rights Division

1275 W. Washington St.
Phoenix, AZ 85007
(602) 542-5263
(602) 542-5002 TDD
(602) 542-8885 Fax

Arizona Civil Rights Division – Tucson

400 W. Congress St., Suite 215
Tucson, AZ 85701
(520) 628-6500
(877) 881-7552 TDD
(520) 628-6767 Fax

Equal Employment Opportunity Commission

Regional Office
3300 N. Central Ave., Suite 690
Phoenix, AZ 85012
(602) 640-5000
(602) 640-5072 TDD
(602) 640-5071 Fax

Governor's Office of Equal Opportunity

1700 W. Washington St., Suite 156
Phoenix, AZ 85007
(602) 542-3711
(602) 542-3712 Fax

United States Department of Agriculture

Food and Nutrition Service (Food Stamp)
Western Region
550 Kearny St., Rm. 400
San Francisco, CA 94108
(415) 705-1322

DES Mission & Vision

Mission: the Arizona Department of Economic Security makes Arizona stronger by helping Arizonans reach their potential through temporary assistance for those in need, and care for the vulnerable.

Vision: Opportunity, assistance and care for all Arizonans in need.

Equal Opportunity Employer/Program • Under Titles VI and VII of the Civil Rights Act of 1964 (Title VI & VII), and the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Title II of the Genetic Information Nondiscrimination Act (GINA) of 2008, the Department prohibits discrimination in admissions, programs, services, activities, or employment based on race, color, religion, sex, national origin, age, disability, genetics and retaliation. The Department must make a reasonable accommodation to allow a person with a disability to take part in a program, service or activity. For example, this means if necessary, the Department must provide sign language interpreters for people who are deaf, a wheelchair accessible location, or enlarged print materials. It also means that the Department will take any other reasonable action that allows you to take part in and understand a program or activity, including making reasonable changes to an activity. If you believe that you will not be able to understand or take part in a program or activity because of your disability, please let us know of your disability needs in advance if at all possible. To request this document in alternative format or for further information about this policy, contact the Office of Equal Opportunity at 602-364-3976; TTY/TDD Services: 7-1-1. • Free language assistance for DES services is available upon request. • Disponible en español en línea o en la oficina local.



DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona