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## ARIZONA COTTON RESEARCH AND PROTECTION COUNCIL

3721 E WIER AVE

PHOENIX, AZ 85040-2933

602-438-0059 (PH)

602-438-0407 (FAX)

### NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Cotton Research and Protection Council hereby commits itself to a policy of non-discrimination as follows:

- The Cotton Research and Protection Council shall not discriminate on the basis of race, color, national origin, religion, age, disability, 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 Cotton Research and Protection Council 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 Cotton Research and Protection Council 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 Cotton Research and Protection Council prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The Cotton Research and Protection Council 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 Cotton Research and Protection Council is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As the Cotton Research and Protection Council, 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, Bernetta Johnson shall serve as the Equal Opportunity Administrator for the Cotton Research and Protection Council. Bernetta Johnson may be contacted at 602-438-0059 and [bjohnson@azcotton.org](mailto:bjohnson@azcotton.org).

This policy is accessible to employees at CRA intranet [www.azcotton.org](http://www.azcotton.org) and on the bulletin board in the building located at 3721 E. Wier Ave, Phoenix, AZ 85040-2933.

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Todd Rovey/ Acting Director

2/28/2023

Date

Any employee who has any questions or concerns about this policy should talk with Bernetta Johnson at 602-438-0059 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.