



Douglas A. Ducey  
Governor

Gregory R. Edgar  
Executive Director

## NON-DISCRIMINATION POLICY

The Arizona Lottery 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 Arizona Lottery commits itself to the attached Non-Discrimination policy.

- The Arizona Lottery has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- The Arizona Lottery 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 Arizona Lottery will post our Equal Opportunity Policy Statement. This policy is available on the Arizona Lottery Employee Intranet: <http://192.168.1.110/PolicyProcedure/policyprocedure.html> and on the bulletin board in the main lobby of the Building, located at 4740 E. University Drive, Phoenix, AZ. 85034 as well as on bulletin boards in other Arizona Lottery facilities.
- All employment announcements shall include the phrase:

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

As Director of the Arizona Lottery, 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, Mia Lemke shall serve as the Equal Opportunity Administrator for the Arizona Lottery. Mia Lemke may be contacted at (480) 921-4498 and [mlemke@azlottery.gov](mailto:mlemke@azlottery.gov).

Director

Date

Any employee who has any questions or concerns about this policy should talk with the Equal Opportunity Administrator at (480) 921-4498 or the Governor's Office of Equal Opportunity, <http://azgovernor.gov/eop/index.asp>, 602-542-3711.