



Arizona State Board of Dental Examiners

“Caring for the Public’s Dental
Health and Professional Standards”

1740 West Adams Street, Suite 2470

Phoenix, Arizona 85007

P: (602)242-1492

E: info@dentalboard.az.gov

W: <https://dentalboard.az.gov>

February 7, 2024

The Honorable Katie Hobbs
Governor of the State of Arizona
Attn: Governor’s Office of Equal Opportunity
1700 W. Washington Street, 9th Floor
Phoenix, AZ 85007

Dear Governor Hobbs:

Enclosed is the Arizona State Board of Dental Examiners’ Equal Employment Opportunity Report for the calendar year 2023. The report reflects our continuing commitment to ensure all individuals have equal access to employment opportunities within the Arizona State Board of Dental Examiners and that all employees enjoy a working environment free from discrimination, harassment and intimidation.

The Arizona State Board of Dental Examiners makes certain that all employees maintain optimum levels of professionalism and continues to expect the highest level of honesty, integrity and impartiality in all employee interactions.

The Arizona State Board of Dental Examiners ensures that all employees, applicants and the public are aware of the Agency’s official policy on Equal Employment Opportunity and its commitment to non-discrimination.

Please feel free to contact me at (602) 542-4493 or ryan.edmonson@dentalboard.az.gov with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Ryan Edmonson", with a long, sweeping underline.

Ryan Edmonson
Executive Director

Cc: EEO Non-Discrimination Policy
CY2023 Agency Complaint Data



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NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Arizona State Board of Dental Examiners hereby commits itself to a policy of non-discrimination as follows:

- The Arizona State Board of Dental Examiners 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 assignment.
- All Arizona State Board of Dental Examiners 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 State Board of Dental Examiners 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, discrimination. The Arizona State Board of Dental Examiners prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- The Arizona State Board of Dental Examiners will post the Non-Discrimination Policy throughout departmental facilities, and communicate electronically either by email and/or by posting on employee-facing website/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 Arizona State Board of Dental Examiners is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Director of the Arizona State Board of Dental Examiners, 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, Kristina C. Gomez shall serve as the Equal Opportunity Administrator for the Arizona State Board of Dental Examiners. Kristina C. Gomez may be contacted at 602-540-2285 and Kristina.gomez@dentalboard.az.gov.

This policy is accessible to employees at BODEX's website (dentalboard.az.gov) and on the bulletin board in the building located at 1740 W. Adams St., Suite 2470, Phoenix, AZ 85007.



Ryan Edmonson, Executive Director

February 7, 2024

Date

Any employee who has any questions or concerns about this policy should talk with Kristina C. Gomez at 602-540-2285 or the Governor Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.

Contact Name: Kristina Gomez
Title: Deputy Director
Phone: 602-540-2285
Email: kristina.gomez@dentalboard.az.gov

II. Person in charge of sending EEOC Charge Letters to GOEO:

Contact Name: Kristina Gomez
Title: Deputy Director
Email: kristina.gomez@dentalboard.az.gov

Email: EqualOpportunity@az.gov