

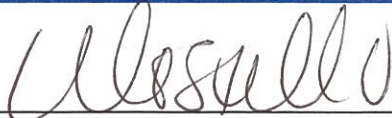


NON-DISCRIMINATION POLICY


The Arizona Exposition and State Fair (AESF) 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 AESF commits itself to the attached **Non-Discrimination Policy**:

- The AESF has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
- The AESF 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 AESF will post our Equal Opportunity Policy Statement. This policy is available on the agency's website at <https://azstatefair.com/> and on the bulletin board in the main lower level lobby, West side of the Coliseum, located at **1826 W. McDowell Road, Phoenix, AZ 85007** as well as on the bulletin boards in other locations of the property.
- All employment announcements shall include the phrase: "Arizona State Government is an Equal Opportunity Employer (EOE)/Americans with Disabilities Act (ADA) Reasonable Accommodation Employer"

As the Director of the Arizona Exposition and State Fair, 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 agency, **Chaundra Holdren** shall serve as the Equal Opportunity Administrator for the AESF. **Chaundra Holdren** may be contacted by phone at **602.257.7196** and by email at chaundra.holdren@azstatefair.com.



Wanell Costello, Director



Date

Any employee with questions or concerns about this policy should speak with Chaundra Holdren at 602.257.7196 or the Governor's Office of Equal Opportunity (GOEO) at 602.542.3711, or visit <http://azgovernor.gov/eop/index.asp>.