

# **Executive Order 2003-22**

## **Confirming Equal Employment Opportunities**

**WHEREAS**, the employment practices of the State of Arizona should promote public confidence in the fairness and integrity of government, and should reflect the State's firm commitment to strengthening and developing equal employment opportunities in the State of Arizona; and

**WHEREAS**, the State should use the capabilities of all its employees to the fullest, without regard to characteristics that are not directly related to the ability of the individual employee to perform the requirements of a job; and

**WHEREAS**, the government of the State of Arizona is committed to employment policies and procedures that encourage non-discriminatory employment practices; provide desirable models for the private sector and local governments; and build from the positive experiences of private and public sector employers that have adopted their own such policies; and

**WHEREAS**, Arizona's two largest cities, along with several of its major employers and at least 13 other states, have developed policies against discrimination on the basis of sexual orientation;

**NOW, THEREFORE**, I, Janet Napolitano, Governor of the State of Arizona, by virtue of the power vested in me by the Arizona Constitution and the laws of this State, do hereby:

1. Affirm the State's commitment to the elimination of all barriers to employment that artificially restrict hiring, promotion, recruitment, compensation, and tenure on the basis of any status or characteristic that is not directly related to the performance of a job; and
2. Direct that no state agency, board or commission (collectively "state agency") shall discriminate in employment solely on the basis of an individual's sexual orientation; provided, however, that no state agency shall be required to establish employment goals based on sexual orientation.
3. Give notice to all state employees that acts of sexual harassment or other harassment based on sexual orientation shall be a cause for discipline, up to and including termination of employment with the State.
4. Direct that heads of all state agencies take measures to ensure that:
  - A. Their policy statements, programs, and procedures adequately reflect that equal employment opportunity exists in accordance with this Order.
  - B. Their procedures for evaluating and acting upon complaints of employment discrimination reflect current state and federal law and the policies promulgated in this Executive Order. Such procedures shall provide appropriate requirements for confidentiality in cases arising from complaints of discrimination based on sexual

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orientation and commitments by the State agency to resolve all complaints in the spirit and intent of this Executive Order.

**IN WITNESS WHEREOF**, I have  
hereunto set my hand and caused to be  
affixed the Great Seal of the State of  
Arizona

**GOVERNOR**

Signed at the Capitol in Phoenix this  
21st day of June in the Year Two Thousand  
and Three and of the Independence of the  
United States of America the Two Hundred  
and Twenty Seventh

**ATTEST:**

**Secretary of State**