



TITLE	POLICY NUMBER	
Non-Discrimination Policy	DCS 01-04	
RESPONSIBLE AREA	EFFECTIVE DATE	REVISION
Office of the Director	December 2, 2021	2

I. POLICY STATEMENT

The Department of Child Safety (DCS) strives to ensure that persons are protected by various laws, regulations, rules and policies against discrimination on the basis of race, color, religion, age, disability, national origin, or any other characteristic protected by law while receiving services from DCS.

This policy will provide information to support staff in identifying and addressing behaviors and situations of discrimination, and clients with the assurance of equal treatment that strives towards equity.

II. APPLICABILITY

This policy applies to all DCS clients, employees, contracted service providers, interns and volunteers.

III. AUTHORITY

ACA Section 1557	Nondiscrimination in Health Programs and Activities
P.L. 110-233	Genetic Information Non-discrimination Act of 2008
20 U.S.C. § 1681 – 1688	Discrimination Based on Sex or Blindness
29 U.S.C. § 701 et seq.	Rehabilitation Act of 1973, as amended
42 U.S.C. § 1981	Equal Rights Under the Law
42 U.S.C. § 1983	Civil Action for Deprivation of Rights Page 2
42 U.S.C. § 2000D et seq.	Federally Assisted Programs

42 U.S.C. § 12101 et seq.	Equal Opportunity for Individuals with Disabilities
42 U.S.C. § 6101-6107	Age Discrimination Act of 1975
28 CFR 35	Nondiscrimination on the Basis of Disability in State and Local Government Services
29 CFR 1635 et seq.	Genetic Information Nondiscrimination Act of 2008

IV. DEFINITIONS

Department or DCS: The Arizona Department of Child Safety.

Director: The Director of the Arizona Department of Child Safety.

Discrimination: Unfair treatment of an individual based on their characteristics rather than individual merit.

V. POLICY

The Department of Child Safety does not and shall not discriminate on the basis of race, color, religion, age, disability, national origin, or any other characteristic protected by law in any of its activities or operations.

Department staff, contracted service providers, interns and volunteers shall provide all parents and children served with respectful, fair and equitable treatment and access to services, unless otherwise specified by contract.

VI. PROCEDURES

In general, and in accordance with Department policy and procedures, it is the responsibility of all DCS employees:

- A. to promptly bring any allegation of unlawful discrimination, harassment, or retaliation to the attention of the Department. All allegations of unlawful discrimination, harassment, and retaliation shall be promptly investigated, and any Department employee who engages in conduct in violation of this policy may be subject to disciplinary action up to and including dismissal;

- B. utilize the Department-specific process to report policy violations to the appropriate department; and
- C. appropriately intervene when a person physically, verbally, emotionally or sexually abuses or harasses another person based on the person's actual or perceived culture and identity, and adhere to the Department's policies and procedures when instituting any consequences.

VII. FORMS INDEX