

**PHOENIX FIRE DEPARTMENT
STATEMENT OF COMMITMENT**

The Phoenix Fire Department fully endorses the concept of equal business and employment opportunities for all individuals, regardless of race, color, age, religion, national origin, disability, sex, or sexual orientation.

The Department also fully endorses, supports, and intends to comply with all requirements of the Americans with Disabilities Act (ADA) and ensure that sexual harassment in the workplace is not tolerated. The purpose of this statement is to affirm our commitment to comply with all ADA, Equal Employment Opportunity, and Sexual Harassment requirements as outlined in the City's Administrative Regulations, including 2.35(A) and 2.35(B).

Furthermore, through continued training and positive reinforcement, we ensure that each member of management accepts responsibility for maintaining a positive work environment that is free of discrimination. Members of management are also responsible for removing any obstacles that limit the hiring or promotional opportunities of any person due to their race, color, religion, age, national origin, disability, sex, or sexual orientation.

It is our firm belief that the principles of equal opportunity parallel and complement the principles of sound, effective personnel management. We fully intend to support equal employment opportunity and comply with all ADA requirements through recruitment practices, the assessment of employee potential, and the evaluation of employee needs.

The Phoenix Fire Department staff fully endorses and supports economic opportunity for Minority & Women-Owned Business Enterprises (M/WBE) and will maintain the commitment to utilize the City of Phoenix Minority & Women-Owned Business Enterprise Directory.



Kara Kalkbrenner, Fire Chief

If you have any questions or concerns regarding this statement or any EEO or ADA matter, please contact the appropriate number listed below. For a copy of this document in an alternate format, please contact the Employment Liaison.

Employment & ADA Liaison
Human Resources Officer
602.262.7575
602.495.5555 (TTY)

Business Liaison
Resource Management Chief Officer
602.262.7431
602.495.5555 (TTY)