

POLICY NO: 210
TITLE: Diversity Policy

DATE ADOPTED: 12/07/09
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REVISION NO: 1
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The Court proudly serves a diverse, multicultural community. As an employer, the Court values the unique strengths that a diverse workforce brings to the administration of justice, and recognizes that diversity in its judiciary and staff increases the community's trust and confidence in the Court.

The Court therefore is committed to providing full opportunities for all employees and prospective employees, regardless of race, religion, sex, gender, gender identity, gender expression, sexual orientation, pregnancy, color, age, disability, or national origin and to foster a workplace that is fair and free from unlawful discrimination, including sexual harassment and retaliation. The Court's commitment to these principles includes broad-based outreach to potential applicants designed to attract future employees from all segments of our community, and policies and practices that encourage hiring, promotion, and retention of a qualified, diverse workforce. The Court strives to enhance the quality of work life by placing a high value on respect and personal integrity among its staff. Its policies are intended to foster superior performance by recognizing, respecting and benefiting from the unique and valuable contribution to the Court's mission which each employee brings to the job.

To promote diversity within the Superior Court, the Court is committed to:

- Recruitment policies and techniques intended to locate and encourage qualified applicants who reflect the diverse community of Pima County.
- Recruitment, hiring, retention, and promotion of a skilled and qualified diverse workforce.
- Identifying and removing barriers not related to work performance in recruiting, retaining, and promoting courthouse employees.
- Actively engaging with key community members and the community as a whole to communicate and advance the Court's diversity policy.
- Providing training that supports these goals, and increasing awareness about the benefits of a judiciary and staff that reflects the diverse community served by the Court.

The Presiding Judge and Clerk of Court will designate representatives who will be responsible for ensuring compliance with this policy by the Court and Clerk of Court's Office, respectively. The representatives may be the Director of Human Resources or other representative who will file such periodic reports as maybe requested by the Presiding Judge or Clerk of Court, and will file such periodic reports as may be requested by the Presiding Judge or Clerk of Court, consistent with the principles of this policy, for transmittal to the Presiding Judge, the Clerk of Court, the Court Management Team, and the Court's Advisory Committee on Promoting Workforce Diversity.

No part of this policy shall be construed as any part of a written or implied employment contract.

DATED this ____ day of December, 2016.

Honorable Kyle A. Bryson, Presiding Judge