



Arizona Association for the Education of Young Children

Policy: Arizona AEYC Non-Discrimination Policy	Drafted By: Dr. Eric Bucher, chief executive officer	Effective Date: This version was adopted on May 13, 2023 by the Arizona AEYC Governing Board
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Statement:

Arizona AEYC shares leadership and responsibility in our work with others and as an Affiliate of the National Association for the Education of Young Children. We commit time and effort to ensure diverse participation, anti-bias practices, and equity in early childhood education. We strive to uphold these values and beliefs in all our initiatives and our interactions in the communities we serve.

Structural racism and systemic inequalities are detrimental to the health and well-being of marginalized populations, including Black, Latine, and Indigenous children, their families, and early childhood educators in the child care workforce.

In 2023, the Governing Board of AzAEYC unanimously voted to reaffirm the organization’s adoption of the NAEYC Position Statement on Advancing Equity, committing to embrace diversity and inclusion as strengths, uphold fundamental principles of fairness and justice, and work to dismantle structural inequities that limit equitable learning opportunities.

AzAEYC By-Laws Non-Discrimination Policy:

In all of its dealings, neither Arizona AEYC nor its duly authorized agents, including Chapters of Arizona AEYC, shall discriminate against any individual or group for reasons of race, color, creed, sex, age, culture, national origin, marital status, sexual preference, mental or physical disability, or any category protected by the laws of the State of Arizona, the District of Columbia, or by federal law.

Organizational Policy:

Arizona AEYC will comply with all applicable state and federal laws, rules, regulations, and executive orders governing equal employment opportunity, immigration, and non-discrimination, including the Americans with Disabilities Act.

Arizona AEYC will abide by the requirements of 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a) as applicable. These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex or national origin. Moreover, these regulations require that covered contractors and sub-contractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status, or disability.