



## Notice of Non-discrimination CHAPTER 17

Under the City of Tucson Code, Chapter 17, it is unlawful to discriminate on the basis of:

race, color,  
national origin, age,  
ancestry, religion,  
disability, gender (sex),  
gender sexual  
identity, orientation,  
marital status, familial status.

**Every person or business** subject to the Tucson City Code, Chapter 17, must post a Notice of Non-discrimination, in a conspicuous place. Additional copies of this notice are available on our web site at [www.tucsonaz.gov/oeop/chapter-17-complaints](http://www.tucsonaz.gov/oeop/chapter-17-complaints) (click on the Chapter 17 Complaints link) or you can obtain one from the Equal Opportunity Programs Division (EOPD)

### Why is this information important?

To assist in preventing and/or correcting acts of discrimination. This saves effort, expense and improves your operation.

### Specific Entities Covered:

- ❑ Places of public accommodation, facilities, services, commodities or use offered to or enjoyed by the general public, operated within the City limits of Tucson.
- ❑ Housing providers operating within the City limits of Tucson in the sale or rental of housing, including but not limited to individual lessees, real estate agents/brokers and lending institutions.
- ❑ Employers having one – one hundred (1-100) employees for each working day in each of twenty (20) calendar weeks in the current or preceding calendar year. This does not apply to protected classes that do not have remedies available under Arizona Revised Statutes or the U.S. Code. This means that individuals who have complaints based on gender identity, sexual orientation, ancestry, familial status (employment) or marital status may file a complaint with the (EOPD) from any size business within the Tucson City limits.

### Entities Excluded:

- ❑ Most private clubs and non-profit religious organizations.
- ❑ Review Chapter 17 for more specific requirements for exclusions.

### Complaint Process

#### Who May File A Complaint?

Any individual claiming to be aggrieved by an alleged violation of this article may file a complaint with the Equal Opportunity Programs Division (EOPD) within ninety (90) days (one hundred eighty [180] days for housing complaints) from the time of the alleged violation.

Complaint forms are available from the (EOPD) or on the web site at <http://www.tucsonaz.gov/oeop> then click on the Chapter 17 icon.

- ❑ If the complaint meets the legal requirements, the (EOPD) shall investigate and render written findings as to whether there is or is not reasonable cause to substantiate the charge.
- ❑ The (EOPD) shall make every effort to conciliate complaints.
- ❑ The complaining party may appeal NO CAUSE findings for employment to the Human Relations Commission within thirty (30) days and for housing within fifteen (15) days of receipt of the (EOPD) findings.
- ❑ CAUSE findings will be forwarded to the City Prosecutor's Office.

For more information contact the Equal Opportunity Programs Division (EOPD) of Human Resources  
255 W. Alameda, City Hall, 3<sup>rd</sup> Floor  
Tucson, AZ 85726-7210  
(520) 791-4593 (520) 791-4941 (FAX)  
(520) 791-2639 (TTY)