



ARCHITECTURAL RESOURCE TEAM

Non-Discrimination and Ethnic Diversity Policy

ART Employees are expected to treat each other with dignity and respect, creating a healthy environment of understanding and cooperation.

It is the policy of ART to fully comply with the law in providing equal opportunity in employment and advancement. ART will provide equal employment opportunity without discrimination based on race, religion, color, sex, national or ethnic origin, citizenship status, age, marital status, veteran status, family status, physical or mental disability, sexual orientation, gender identity, age, or other such characteristics.

Equal employment opportunity notices are posted as required by law and can be found in the break room. The notices summarize the rights of Employees to equal opportunity in employment and list the names and addresses of the various government agencies that may be contacted in the event that any person believes he or she has been discriminated against.

Employees are encouraged to bring concerns to the attention of the Principals.

Any Employees, including Team Leaders, involved in discriminatory practices will be subject to discharge.

No complaints of discrimination against ART have been filed in the history of the company.

ART values diversity in our team. Our workforce has a maximum 10 percent deviation from the Arizona state census data aggregated Caucasian and non-Caucasian demographics:

Non-Caucasian 56%

Caucasian 44%

Principals:

Doug McCord, AIA, LEEDap

Dev Pawar, AIA, EDAC, LEEDap

Erica Quintana

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