

**STATEMENT OF COMMITMENT
FOR AVIATION DEPARTMENT CUSTOMERS**

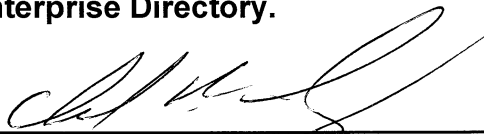
The Aviation Department staff fully endorses and supports the concept of equal business and employment opportunities for all individuals regardless of race, color, age, sex, religion, national origin, disability, sexual orientation, gender identity, or gender expression.

The Department also fully endorses, supports, and intends to comply with all requirements of the Americans with Disabilities Act (ADA) as amended and to ensure that harassment or discrimination in the workplace is not tolerated. The purpose of this statement is to affirm our commitment to compliance with all ADA requirements and to the concepts of equal employment opportunity.

Furthermore, members of management are also responsible for removing any obstacles that limit the hiring opportunities of any person due to their race, color, age, religion, national origin, sex, disability, sexual orientation, gender identity, or gender expression.

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

The Aviation Department staff fully endorses and supports economic opportunity for Small & Disadvantaged Business Enterprises (S/DBE) and will maintain the commitment to utilize the City of Phoenix Small Business Enterprise Directory.



Chad R. Makovsky, C.M.
Director of Aviation Services

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

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