

**EXECUTIVE ORDERS, PROCLAMATIONS OF  
GENERAL APPLICABILITY, AND STATEMENTS  
ISSUED BY THE GOVERNOR  
PURSUANT TO A.R.S. § 41-1013(B)(3)**

The Administrative Procedure Act (APA) requires the full-text publication of all Executive Orders and Proclamations of General Applicability issued by the Governor. In addition, the *Register* shall include each statement filed by the Governor in granting a commutation, pardon or reprieve, or stay or suspension of execution where a sentence of death is imposed. With the exception of egregious errors, content (including spelling, grammar, and punctuation) of these orders has been reproduced as submitted.

**EXECUTIVE ORDER 2003-20  
(SUPERCEDES EXECUTIVE ORDER 98-5)  
ARIZONA STATE EMPLOYEES CHARITABLE CAMPAIGN**

**WHEREAS**, The Arizona State Employees Charitable Campaign has been conducted annually for years; and

**WHEREAS**, the Arizona State Employees Charitable Campaign continues to benefit citizens of the State of Arizona by providing state employees an opportunity to contribute to charitable organizations; and

**WHEREAS**, the goal of this campaign is to:

1. Lessen the burdens of government and local communities by assisting in meeting the needs for health and human services;
2. Minimize interruptions in the state workplace by establishing a single annual solicitation;
3. Provide a means for state employees to support the efforts of direct health and human service agencies through voluntary payroll deductions;
4. Establish admission and eligibility criteria for direct health and human service agencies to determine participation in the State Employee Charitable Campaign; and
5. Provide policies and procedures enabling state officials and employees to organize an efficient annual campaign effort.

**NOW THEREFORE**, I, Janet Napolitano, Governor of the State of Arizona, hereby authorize an annual Arizona State Employees Charitable Campaign by virtue of this Executive Order, which shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by a future Executive Order. This Executive Order supercedes any existing practices of the Arizona State Employees Charitable Campaign.

Pursuant to this order, the Director of the Department of Administration shall ensure statewide compliance with the State Employees Charitable Campaign policies and procedures. The Director is authorized to designate a state coordinator and other personnel required for the efficient and effective organization of the Arizona State Employees Charitable Campaign.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.

**Janet Napolitano  
GOVERNOR**

**DONE** at the Capitol in Phoenix this <sup>th</sup> day of June in the Year of Our Lord Two Thousand Three and of the Independence of the United States of America the Two Hundred Twenty-Seventh.

**ATTEST:**

**Janice K. Brewer  
SECRETARY OF STATE**

**EXECUTIVE ORDER 2003-21**  
**ARIZONA FIRE SERVICE MUTUAL AID PLAN**

**WHEREAS**, an effective emergency response system is dependent upon the efficient sharing of resources; and

**WHEREAS**, fire service agencies play a vital role in emergency and disaster preparedness, response, recovery and mitigation activities; and

**WHEREAS**, no single community has sufficient resources to respond to all emergencies and mutual aid agreements are an essential component of preparedness planning; and

**WHEREAS**, the Arizona Fire Chiefs Association (AFCA), Arizona State Land Department, Arizona Division of Emergency Management, and county emergency management agencies have developed the Arizona Fire Service Mutual Aid Plan to facilitate the sharing of statewide fire service resources; and

**WHEREAS**, the Arizona Fire Service Mutual Aid Plan provides for the systematic mobilization and operation of fire service agencies in mitigating the effects of civil, natural or technological disasters.

**NOW, THEREFORE**, I, Janet Napolitano, Governor of the State of Arizona, by virtue of the power vested in me by the Arizona Constitution and the laws of the State, do hereby order as follows:

1. All state agencies are directed to comply with and contribute to the implementation and continued development of the Fire Service Mutual Aid Plan.
2. Fire departments across Arizona are encouraged to adopt and participate in the Arizona Fire Service Mutual Aid Plan.
3. Arizona fire departments are also encouraged to use the Arizona Fire Service Mutual Aid Plan as a framework for developing detailed operational plans.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.

**Janet Napolitano**  
**GOVERNOR**

**DONE** at Lakeside, Arizona this 21st day of June in the Year Two Thousand and Three and of the Independence of the United States of America the Two Hundred and Twenty-Seventh.

**ATTEST:**

**Janice K. Brewer**  
**SECRETARY OF STATE**

**EXECUTIVE ORDER 2003-22**  
**CONFIRMING EQUAL EMPLOYMENT OPPORTUNITIES**

**WHEREAS**, the employment practices of the State of Arizona should promote public confidence in the fairness and integrity of government, and should reflect the State's firm commitment to strengthening and developing equal employment opportunities in the State of Arizona; and

**WHEREAS**, the State should use the capabilities of all its employees to the fullest, without regard to characteristics that are not directly related to the ability of the individual employee to perform the requirements of a job; and

**WHEREAS**, the government of the State of Arizona is committed to employment policies and procedures that encourage non-discriminatory employment practices; provide desirable models for the private sector and local governments; and build from the positive experiences of private and public sector employers that have adopted their own such policies; and

**WHEREAS**, Arizona's two largest cities, along with several of its major employers and at least 13 other states, have developed policies against discrimination on the basis of sexual orientation;

**NOW, THEREFORE**, I, Janet Napolitano, Governor of the State of Arizona, by virtue of the power vested in me by the Arizona Constitution and the laws of this State, do hereby:

1. Affirm the State's commitment to the elimination of all barriers to employment that artificially restrict hiring, promotion, recruitment, compensation, and tenure on the basis of any status or characteristic that is not directly related to the performance of a job; and
2. Direct that no state agency, board or commission (collectively "state agency") shall discriminate in employment solely on the basis of an individual's sexual orientation; No provided, however, that no state agency shall be required to establish employment goals based on sexual orientation.
3. Give notice to all state employees that acts of sexual harassment or other harassment based on sexual orientation shall be a cause for discipline, up to and including termination of employment with the State.
4. Direct that heads of all state agencies take measures to ensure that:
  - A. Their policy statements, programs, and procedures adequately reflect that equal employment opportunity exists in accordance with this Order.
  - B. Their procedures for evaluating and acting upon complaints of employment discrimination reflect current state and federal law and the policies promulgated in this Executive Order. Such procedures shall provide appropriate requirements for confidentiality in cases arising from complaints of discrimination based on sexual orientation and commitments by the State agency to resolve all complaints in the spirit and intent of this Executive Order.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.

**Janet Napolitano**  
**GOVERNOR**

**SIGNED** at the Capitol in Phoenix this 21st day of June in the Year Two Thousand and Three and of the Independence of the United States of America the Two Hundred and Twenty-Seventh.

**ATTEST:**

**Janice K. Brewer**  
**SECRETARY OF STATE**