POLICY STATEMENT ON DISCRIMINATION AND AFFIRMATIVE ACTION

Notice of Non-Discrimination

New Mexico State University (NMSU) is dedicated to providing equal opportunities in our employment and learning environments. NMSU does not discriminate on the basis of age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, retaliation, serious medical condition, sex (including pregnancy), sexual orientation, spousal affiliation, or protected veteran status in its programs and activities as required by equal opportunity/affirmative action regulations and laws and university policy and rules.

NMSU's Office of Institutional Equity (OIE) is responsible for compliance with state and federal equal employment opportunity laws and affirmative action regulations. This incorporates implementation of the University's Affirmative Action plan including equal opportunity practices, monitoring, and reporting. If you believe you have been treated in a manner inconsistent with equal opportunity, contact the Office of Institutional Equity.

NMSU has designated the Executive Director of OIE as the Title IX Coordinator and is responsible for ensuring compliance with Title IX and other state and federal laws addressing sexual and gender-based harassment, including sexual assault, sexual exploitation, sexual intimidation, dating and domestic violence, stalking, and other forms of sexual violence based on sex, gender, sexual orientation, or gender identity.

NMSU recognizes that individuals with disabilities are entitled to access, support and, when appropriate, reasonable accommodation. The Executive Director of OIE is also assigned to coordinate compliance with the American's with Disabilities Act ("ADA"), Section 504 of the Rehabilitation Act, and other state and federal laws that prohibit discrimination on the basis of disability in admission, treatment and/or access to its programs and activities.

Inquiries regarding equal employment opportunity, affirmative action, Title IX, and/or ADA/Section 504 should be directed to:

Office of Institutional Equity
Executive Director
Title IX Coordinator, ADA, AA
O'Loughlin House
Las Cruces, NM 88003
(575) 646-3635
Website: equity.nmsu.edu (https://equity.nmsu.edu/)
Email: equity@nmsu.edu

OIE's Deputy Director can be contacted at the O'Loughlin House or by telephone (575) 646-3635.

Complaints of discrimination, harassment, sexual violence, and retaliation may be directed to the Office of Institutional Equity at equity@nmsu.edu. Complaints may also be filed with the United States Department of Education, Office for Civil Rights at https://ocrportal.hhs.gov/ocr/smartscreen/main.jsf, the U.S. Equal Employment Opportunity Commission, and/or New Mexico Human Rights Bureau.

Equal Opportunity/Affirmative Action Statement

New Mexico State University, in compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, does not discriminate on the basis of age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, retaliation, serious medical condition, sex (including pregnancy), sexual orientation, spousal affiliation, or protected veteran status in its programs and activities, including employment, admissions, and educational programs and activities. Inquiries may be directed to the Executive Director, Title IX and Section 504 Coordinator, Office of Institutional Equity, P.O. Box 30001, 1130 E. University Avenue, Las Cruces, NM 88003; 575-646-3635; equity@nmsu.edu.

NMSU is committed to providing reasonable accommodations to qualified individuals with disabilities upon request. To request an accommodation, students should contact Student Accessibility Services on their campus or on Main Campus at Corbett Center Student Union, Room 2008, Las Cruces, NM 88003; 575-646-6840 or sas@nmsu.edu. (sas@nmsu.edu) Employees requiring accommodation should contact the Office of Institutional Equity, O'Loughlin House, 1130 E. University Avenue, Las Cruces, NM 88003; 575-646-3635 or equity@nmsu.edu.