




## Office of Institutional Equity

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New Mexico State University  
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equity@nmsu.edu  
equity.nmsu.edu

### MEMORANDUM

**TO:** All NMSU Faculty and Staff

**FROM:** William D. Nutt, Executive Director, Office of Institutional Equity   
William Nutt (Sep 13, 2023 14:41 MDT)

**RE:** Notice of Non-Discrimination

**DATE:** September 13, 2023

New Mexico State University (“NMSU”) prohibits unlawful discrimination, harassment, retaliation, and sexual misconduct, including sexual harassment, sexual assault, stalking, and dating and domestic violence. The Office of Institutional Equity (“OIE”) is charged with investigating reports of discrimination throughout the entire University system. The OIE Executive Director has been designated as the Title IX Coordinator for the NMSU system. OIE operates under ARP 3.25, which can be found at <https://arp.nmsu.edu/3-25/>.

OIE handles all employee (including student employee) petitions for accommodation under the American’s with Disabilities Act (“ADA”) and Section 504 of the 1973 Rehabilitation Act, student and employee requests for religious accommodations under the Civil Rights Act of 1964, student and employee requests for pregnancy accommodations under Title IX of the Education Amendments of 1972 and the Civil Rights Act of 1964, as amended by the Pregnancy Discrimination Act of 1978, and now included under the Pregnant Workers Fairness Act (06.2023).

Reports and requests for accommodation can be submitted through OIE’s website, located at <https://equity.nmsu.edu/>.

OIE is responsible for annually publishing the University’s Notice of Non-Discrimination (“Notice”). All NMSU publications must include this Notice. The Notice should appear in places that are visible and readily available, i.e. front covers of booklets, bulletin boards in the front office, staff handbooks, newsletters, etc. For job postings, you may use one of the approved shortened versions found at the following link: [https://hr.nmsu.edu/general-resources/toolkits1/reg\\_staff.html](https://hr.nmsu.edu/general-resources/toolkits1/reg_staff.html). NMSU contractors and vendors must be provided this notice and agree to comply.

**Please take a moment to replace all previous Notices with the attached Notice.** Required changes have been made to this notice. All Departments must ensure that a copy of this Notice is visible in the workplace. Please take a moment to review any publications, forms and documents distributed by your department and update them with this Notice. Attached to this memo, you will find both English and Spanish language versions of the Notice.

The Office of Institutional Equity is here to assist you. Please contact us with any questions. Go Aggies!

**Enc:** Notice of Non-Discrimination 2023 long version, English  
Notice of Non-Discrimination 2023 long version, Spanish

# NMSU NOTICE OF NON-DISCRIMINATION AND EQUAL OPPORTUNITY

New Mexico State University (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, including admissions, as required by state and federal law and University policy.

NMSU's Office of Institutional Equity is designated as the office that receives and processes internal complaints of unlawful discrimination, harassment, retaliation, and sexual misconduct on behalf of NMSU. The Office of Equity, Inclusion and Diversity is responsible for 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 William Nutt as the Title IX Coordinator, responsible for ensuring compliance with Title IX and other state and federal laws addressing sexual and gender based harassment, including sexual assault, dating and domestic violence, stalking, and other forms of sexual misconduct 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. William Nutt is also assigned to coordinate compliance with the Americans with Disabilities Act (ADA), Section 504, 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 opportunity, Title IX, ADA and/or Section 504 should be directed to:

Office of Institutional Equity  
William D. Nutt  
Executive Director, Title IX and ADA Coordinator  
O'Loughlin House  
Las Cruces, NM 88003  
Office: (575) 646-3635  
Website: [equity.nmsu.edu](http://equity.nmsu.edu)  
Email: [equity@nmsu.edu](mailto:equity@nmsu.edu)

Annamarie DeLovato is NMSU's Deputy Title IX and Deputy ADA Coordinator, and can be contacted at the O'Loughlin House or by telephone (575) 646-3635.

Complaints of unlawful discrimination, harassment, sexual misconduct, and retaliation may be directed to the Office of Institutional Equity by email at [equity@nmsu.edu](mailto:equity@nmsu.edu), directly through OIE's website located at <https://equity.nmsu.edu/> or at <https://report.nmsu.edu/>. Complaints may also be filed with the US 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.

Be Bold. Shape the Future.  
New Mexico State University  
[equity.nmsu.edu](http://equity.nmsu.edu)

