

MISSION

New Mexico State University is committed to creating and maintaining a respectful, inclusive, and responsible learning and working environment, throughout the NMSU system.

The Office of Institutional Equity strives to support this commitment by promoting an inclusive, diverse, and supportive environment at NMSU. Our goal is to enable our employees and students to excel regardless of their age ancestry, color, disability, gender identity, genetic information, national origin, race, religion, serious medical condition, sex (including pregnancy).



Training for Prevention

The Office of Institutional Equity offers live, one-on-one and group training, and e-modules for Title IX, Consent, Discrimination, Pregnancy and ADA Accommodations and other topics upon request. Training can also be tailored to meet the unique needs of your group.

TO REQUEST A TRAINING VISIT,
EQUITY.NMSU.EDU AND SELECT Training
Request

Consent and Sexual Violence Prevention Campaigns

The Office of Institutional Equity partners with ASNMSU each semester for the **It's On Us Campaign**. It is on each of us to stop sexual violence.

"#AggiesAlwaysAsk" is an NMSU/OIE campaign which emphasizes consent education across the NMSU Community.

Website: equity.nmsu.edu

Email: equity@nmsu.edu

Phone: 575-646-3635

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@NMSUEquity

#AggiesAlwaysAsks



Office of Institutional Equity



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The Office of Institutional Equity

Prohibition of all forms of Unlawful Discrimination



NM STATE

BE BOLD. Shape the Future.
New Mexico Stativersity

INTERNAL COMPLAINTS OF DISCRIMINATION

Title VI

Title VI of the Civil Rights Act of 1964 is a Federal law that protects individuals from discrimination on the basis of race, color, or national origin in programs that receive Federal financial assistance.

Title VII

Title VII of the Civil Rights Act of 1964, prohibits discrimination in all areas of the employer-employee relationship, from recruitment of new employees, through termination or retirement, on the basis of race, color, sex (including pregnancy and sexual harassment) religion, and national origin.

TO FILE REPORT GO TO [EQUITY.NMSU.EDU](https://equity.nmsu.edu) AND USE INCIDENT REPORT.

Title IX

Title IX of the Education Amendments of 1972 is a Federal law that prohibits discrimination, on the basis of sex, in any educational program receiving federal financial assistance. Title IX covers all genders, students and employees. While the text of the law is short, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving federal financial assistance.

TO REPORT ALLEGATIONS OF Sexual Harassment or Sexual Violence, Misconduct GO TO [EQUITY.NMSU.EDU](https://equity.nmsu.edu) AND USE TITLE IX REPORT

Responsible Employees

NMSU Identifies Responsible Employees in order to comply with Title IX and NMSU ARP 3.25. Responsible employees are mandatory reporters. These employees include: those with administrative or supervisory responsibilities, advisors to student organizations, faculty, those who accompany students to events, conferences, competitions, or abroad, athletic staff and coaches, and all employees designated as a Campus Security Authority. If in doubt, report!

**TO REPORT A THIRD PARTY REPORT
[EQUITY.NMSU.EDU](https://equity.nmsu.edu) AND USE
INCIDENT REPORT**

Supportive Measures

When a Title IX qualifying event occurs, all parties involved are eligible to receive supportive measures. Support may include: schedule changes, housing relocation, No-Contact Directive, assistance with academic obligations and referrals to counseling, medical and many other resources.

STUDENT PREGNANCY ACCOMMODATIONS

NMSU strives to create an accessible and inclusive environment for pregnant and parenting students. For a student pregnancy accommodation, students must fill out a petition for accommodation.

**TO FILE A STUDENT PREGNANCY ACCOMMODATION GO TO
[EQUITY.NMSU.EDU](https://equity.nmsu.edu) AND USE
PREGNANCY ACCOMMODATION**

ADA AND ACCESSIBILITY

NMSU recognizes that individuals with disabilities are entitled to access, support, and when appropriate, reasonable accommodation. OIE 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 NMSU programs, employment and sponsored activities. Reasonable accommodations are changes to the work environment or the way things are usually done at work.

Employees & Student Employees Accommodations

Employees with a disability requiring reasonable accommodations for the workplace should fill out a petition for accommodation through the Office of Institutional Equity.

Employees Pregnancy Accommodations

Reasonable Accommodations are available for an employee if there are known limitations or restrictions related to pregnancy, childbirth, or related medical conditions(s) unless the accommodation would cause an "undue hardship" and can include, but are not limited to, the ability to park closer, receive additional break time to use the bathroom, eat, and rest to be excused from strenuous activities or exposure to compounds not safe, ect. Employees requiring this type of accommodation in the workplace should complete a petition for accommodation with the Office of Institutional Equity.

**TO FILE EMPLOYEE PETITION FOR ACCOMMODATIONS GO TO
[EQUITY.NMSU.EDU](https://equity.nmsu.edu) and use the appropriate
ACCOMMODATION TYPE**