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), sexual orientation, spousal affiliation, or protected veteran status, consistent with NMSU policy and state and federal laws.

Consent and Sexual Violence Prevention Campaigns

The Office of Institutional Equity partners with ASNMSU each spring for the It’s On Us Campaign. It is on each of us to stop sexual violence. #AggiesAlwaysAsk is an NMSU/OIE which emphasizes consent education across the NMSU Community.

Laura Castille, esq.
Executive Director, Title IX Coordinator, ADA & AA

Annamarie DeLovato, esq.
Deputy Director, Title IX Coordinator, ADA & AA

Website: equity.nmsu.edu
Email: equity@nmsu.edu
Phone: 575-646-3635
Fax: 575-646-2183
TTY: 575-646-7802
@NMSUEquity
#AggiesAlwaysAsks

Training for Prevention

The Office of Institutional Equity offers live, one-on-one and group training, and e-modules for Title IX, Consent, Discrimination, Diversity & Inclusion, 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

BE BOLD. Shape the Future.
Office of Institutional Equity

MSC 3515
New Mexico State University
O’Loughlin House
1130 E. University
Las Cruces, NM, 88003

Inclusion, Diversity, Support
**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 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 men and women, 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.” Title IX of the Education Amendments Act of 1972, & its Implementing regulation at 34 C.F.R Part 106 (Title IX). Title IX underwent numerous changes effective August 20, 2020. Go to https://arp.nmsu.edu/3-25/ to review NMSU’s policy change to comply with the new regulation.

TO REPORT ALLEGATIONS OF Sexual Harassment or Sexual Violence, GO TO 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!

**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 or restraining orders, assistance with academic obligations and referrals to counseling, medical and many other resources.

**Under-utilization & Affirmative Action**

OIE monitors the NMSU workforce (and the jobs they occupy) through NMSU’s Affirmative Action Plan. Our goal is to recruit, hire, and retain the most qualified workforce from a diverse pool of applicants. NMSU is committed to developing and implementing effective affirmative action and equal opportunity programs, and comply with all applicable federal, state and local laws/regulations, as well as NMSU policies relative to non-discrimination. All units are responsible for developing accurate job descriptions, actively recruiting underrepresented employee groups using objective/non-biased screening tools, interviewing applicants and then selecting personnel deemed most suitable for available positions.

**FOR LIST OF UNDERUTILIZED POSITIONS GO TO EQUITY.NMSU.EDU AND USE AFFIRMATIVE ACTION - PLACEMENT GOAL SUMMARY FOR HIRING INSTRUCTIONS GO TO UNDERUTILIZATION**

**ADA and Pregnancy Accommodations**

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.

**For Employees & Student Employees**

Employees with a disability requiring reasonable accommodations for the workplace should fill out a petition for accommodation through the Office of Institutional Equity website: equity.nmsu.edu. Section 1 of the petition is filled out by the employee and Section 2 is filled out by their medical professional. In the case of pregnancy, employees must contact Human Resources, but may reach out to our office for support and guidance at any time.

TO FILE A PETITION GO TO EQUITY.NMSU.EDU AND USE PETITION FOR ACCOMMODATION

**For Pregnant Students**

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. In the case of disability accommodations, students not employed by NMSU or needing accommodations for the classroom, must contact Disability Access Services.

TO FILE A STUDENT PREGNANCY ACCOMMODATION GO TO EQUITY.NMSU.EDU AND USE PREGNANCY ACCOMMODATION REPORT