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.

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 be tailored to meet the specific 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 has a campaign that aims to stop sexual violence on college campuses. The current campaign is "#AggiesAlwaysAsk" which pushes for consent education across the NMSU Community.

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#AggiesAlwaysAsks

NM STATE

BE BOLD. Shape the Future.
Office of Institutional Equity

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The Office of Institutional Equity

Inclusion, Diversity, Support

NM STATE

BE BOLD. Shape the Future.
New Mexico State University

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 advertisement for 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 Educations 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 Violent, GO TO EQUITY.NMSU.EDU AND USE TITLE IX REPORT

Responsible Employees

The University is required to identify Responsible Employees in order to comply with the University's Discrimination, Harassment and Sexual Misconduct on Campus Rules and Policies. 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 other resources.

Under-utilization & Affirmative Action

OIE monitors the NMSU workforce (and the jobs they occupy). 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

How OIE Can Help

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