

Mission

NMSU does not discriminate on the basis of 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 in its programs and activities as required by federal and state equal opportunity regulations and laws and NMSU policy and rules.

The **Office of Institutional Equity (OIE)** is designated as the office that receives and processes internal discrimination complaints. OIE's Executive Director is the NMSU designated **Title IX Coordinator** responsible for ensuring compliance with Title IX and all state and federal laws addressing sex and gender-based harassment, including sexual assault, sexual exploitation, sexual intimidation, domestic violence, dating violence, stalking and other forms of sexual violence based on sex, gender, sexual orientation or gender identity. OIE is a neutral investigatory unit housed on the NMSU main campus in Las Cruces, NM serving the entire NMSU system.

Sanctions:

Student sanctions will be decided by the hearing officer in a Title IX case or the Dean of students in a non-Title IX case.

Employee sanctions will be decided by the hearing officer in a Title IX case or Office of People Relations(OPR) in a non-Title IX Case

NMSU Policy

3.25- Prohibition of All Forms of Unlawful Discrimination.

16.78-Mandatory Reporting for Suspected Child Abuse, Sexual Misconduct, Domestic Violence, Dating Violence or Stalking

3.40 Process for Disability Accommodation

OIE Standard Operating Procedures with 3.25

Training for Prevention

The Office of Institutional Equity offers in-person, virtual, one-on-one, and group trainings, as well as e-modules on topics such as Title IX, Consent, Discrimination, Pregnancy and ADA Accommodations and more upon request. Training can also be tailored to meet the unique needs of your group.

Training Request

Visit equity.nmsu.edu and select "Training Request" button.

RESPECT, 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.



Office of

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#AgiesAlwaysAsks



Scan the QR code to
visit our website.



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The Office of Institutional Equity



BE BOLD. Shape the Future.®
New Mexico State University

Internal Complaints of Discrimination

NM Human Rights Act

The New Mexico Human Rights Act is a state civil rights law that, among other things, guarantees full and equal services and accommodations to all people regardless of race, religion, color, national origin, ancestry, sex, sexual orientation, gender identity, spousal affiliation or physical or mental disability or impairment.

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.

Filing a Report

To file a report visit equity.nmsu.edu and select the **"Incident Report"** button.

Title IX

Title IX of the Education Amendments of 1972 is a Federal law that prohibits discrimination, on the basis of sex, in any federally funded educational program or activities. Title IX covers all students, employees, applicants for admission and employment and other persons from all forms of sex discrimination including sexual misconduct, sexual harassment, and acts of sexual violence may include rape, sexual assault, sexual battery, sexual coercion, stalking and relationship violence.

Filing a Report

To file a report visit equity.nmsu.edu and select the **"Title IX Report"** button.

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!

Filing a Third Party Report

To file a Third Party report visit equity.nmsu.edu and click the **"Title IX Report"** button and select **"reporting for someone else"**.

Title IX 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.

Filing for Student Pregnancy Accommodation

To file for Student Pregnancy accommodation visit equity.nmsu.edu and click on **"Petition for Accommodation"** and select **"Student Pregnancy Petition for Accommodation"** button.

Employee Accommodations 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 with a disability requiring reasonable accommodation for the workplace should fill out a petition for accommodation.

Employees Pregnancy Accommodations

Reasonable Accommodations are available for an employees and student employees if there are known limitations or restrictions related to pregnancy, childbirth, or related medical condition(s) unless the accommodation would cause an 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 excuse from strenuous activities or exposure of unsafe chemicals compounds, ect.

Religious Accommodations

Title VII of the Civil Rights Act of 1964, includes not only traditional, organized religions but also sincerely held religious beliefs and practices that may be less common or even seem illogical to others. Institution must make reasonable accommodations for religious observance and practices, as well as belief, unless it creates an undue hardship

Filing for Accommodations

To file for accommodations visit equity.nmsu.edu and click on the button **"Petition for Accommodation"** and select the **appropriate accommodation for your needs**.