

# Western New Mexico University

## *Board of Regents*



<b>Policy Name:</b>	<b>Policy of Discrimination and Harassment</b>		
<b>Approving Body and Date:</b>	<b>Board of Regents September 24, 2004</b>	<b>Responsible Department:</b>	<b>Board of Regents</b>
<b>Purpose:</b>	Prohibiting discrimination and Harassment		

**Policy:** Western New Mexico University is committed to equal employment opportunity for its employees and equal educational opportunity for its students. In keeping with its mission and in conformance with applicable federal, state and local laws, WNMU has adopted policies prohibiting discrimination and harassment.

It is the policy of WNMU to prohibit discrimination and harassment against applicants for employment and employees on the basis of race, color, religion, national origin, sex, age, ancestry, physical or mental disability, serious medical condition, spousal affiliation, sexual orientation, gender identity, veterans status, or any other basis prohibited by applicable law, except where a bona fide occupational qualification exists.

Any employee who feels that he or she has been discriminated against or harassed or believes that another employee or applicant for employment has been discriminated against or harassed should report the incident to the Affirmative Action/Equal Employment Opportunity Officer, the Director of Disability Services, a Department Chair, a Director or a Dean.

It is the policy of WNMU to prohibit discrimination and harassment against applicants for admission and students on the basis of race, color, religion, national origin, sex, age, ancestry, physical or mental disability, serious medical condition, spousal affiliation, sexual orientation, gender identity, veterans status or any other basis prohibited by applicable law.

Any student who feels that he or she has been discriminated against or harassed should report the incident to the Affirmative Action/Equal Employment Opportunity Officer, the Director of Disability Services, a Department Chair, a Student Advisor, a Director, or a Dean.

WNMU will not tolerate and the law prohibits retaliation against applicants for employment, employees, applicants for admission and students who make complaints of discrimination or harassment or participate in an investigation of a complaint of discrimination or harassment. Complaints of retaliation should be reported in the same manner as complaints of discrimination and harassment.

The University has policies and procedures in place for the prompt and equitable resolution of complaints of discrimination or harassment. Any person found to have engaged in discrimination, harassment or retaliation is subject to disciplinary action or other appropriate action.

The Affirmative Action/Equal Employment Opportunity Officer is responsible for coordinating WNMU's efforts to comply with and carry out its responsibilities under state and federal laws prohibiting discrimination and harassment, including Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Title II of the Americans With Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973.

The telephone number for the AA/EEO Officer is 575-538-6513. The mailing address for the AA/EEO Officer is: Western New Mexico University, P.O. Box 680, Silver City, New Mexico 88062