

**EQUAL EMPLOYMENT OPPORTUNITY**

Discrimination against an otherwise qualified individual with a disability or any individual by reason of race, color, religion, sex, sexual orientation, age, or national origin is prohibited. Efforts will be made in recruitment and employment to ensure equal opportunity in employment for all qualified persons. Pursuant to the New Mexico Human Rights Act, it shall be considered an unlawful discriminatory practice for an employer, unless based on a bona fide occupational qualification or other statutory prohibition, to refuse to hire, to discharge, to promote or demote or to discriminate in matters of compensation, terms, conditions or privileges of employment against any person otherwise qualified because of race, age, religion, color, national origin, ancestry, sex, sexual orientation, gender identity, pregnancy, childbirth or condition related to pregnancy or childbirth, physical or mental handicap or serious medical condition, or, if the employer has fifty (50) or more employees, spousal affiliation; provided, however, that 29 U.S.C. Section 631(c)(1) and (2) shall apply to discrimination based on age.

*Adopted:* July 19, 2022

LEGAL REF.: 28-1-2 NMSA *et seq.*  
28-1-7A NMSA 1978  
20 U.S.C. 1703, Equal Employment Opportunity Act of 1972

CROSS REF.: AC - Nondiscrimination  
ACA - Nondiscrimination on the Basis of Sex  
IHBA - Special Instructional Programs and  
Accommodations for Disabled Students  
JB - Equal Educational Opportunities  
KED - Public Concerns/Complaints about Facilities or  
Services