



WESTERN
NEW MEXICO UNIVERSITY

POLICY NAME	Language Policy		POLICY NO.	BOR107
APPROVING BODY	Board of Regents		VERSION NO.	02
RESPONSIBLE DEPARTMENT	Board of Regents			
EFFECTIVE DATE	07-JAN-1997 REV 01 10-SEP-2004	REVIEW/REVISION DATE	15-JUL-2024	

PURPOSE:

Western New Mexico University (WNMU) strives to create an inclusive campus committed to diversity among students, faculty, staff, adjuncts, contractors, community members, visitors, and university affiliates. WNMU recognizes the importance of building a campus culture based on understanding and mutual respect for the many cultural differences that exist within the campus population, including differences in language.

Ref: Chapter I.19 per the Board of Regents Manual.

POLICY:

Students, faculty, staff, adjuncts, contractors, community members, visitors, and university affiliates may speak any language or combination of languages. For administrative and educational simplicity, official WNMU business, which includes but not limited to enrollment, policies, contracts, systems, communications, records, and documents will be written in English. Language assistance will be available, as needed.

Interactions not directly related to the conduct of WNMU business do not fall within the business necessity exception. Exceptions to the official business will apply to documents, exams, or discussions of other languages for educational purposes, although grades and official certifications will be considered official business.

Should it be determined that any WNMU employee attempted to infringe on the rights of others to speak any language or combination of languages, disciplinary action may be taken.

For language accommodation for students please contact Wellness and Accessibility Services
Telephone: 575-538- 6277
Email: accessibility@wnmu.edu

For language accommodation for employees please contact the Department of Human Resources

Telephone: 575-538- 6328
Email: employment@wnmu.edu