



POLICY NAME	Affirmative Action Plan	POLICY NO.	CC608
APPROVING BODY	Board of Regents	VERSION NO.	01
RESPONSIBLE DEPARTMENT	Compliance & Communications – Civil Rights & Title IX		
EFFECTIVE DATE	12-AUG-1996	REVIEW/REVISION DATE	12-SEP-2024

PURPOSE:

To ensure Equal Opportunity for all employees and applicants for employment.

POLICY:

Western New Mexico University (WNMU) pledges full support and commitment to the WNMU Affirmative Action Plan, which provides for equal employment opportunity for all employees and applicants, pursuant to Title VII of the Civil Rights Act, the New Mexico Human Rights Act, and applicable executive orders, federal and state law.

WNMU will not discriminate and will take affirmative action to ensure that there is no discrimination against any employee or applicant for employment because of race, color, religion, sex, pregnancy, national origin, age, ancestry, disability, spousal affiliation, sexual orientation, gender identity, genetic information, veteran status, or any other basis prohibited by applicable federal and state law, except where a bona fide occupational qualification exists, in regard to any position for which the employee or applicant is qualified. Employment practices include, but are not limited to, the following: recruitment, hiring, promotion, demotion, transfer, rates of pay or other forms of compensation, job assignments, training, leaves of absence, fringe benefits, layoffs, and/or termination of employment.

WNMU will provide reasonable accommodations to qualified individuals with disabilities, individuals observing religious practices, and individuals with medical conditions to include pregnancy or childbirth-related conditions, in accordance with applicable law.

WNMU has policies and procedures in place for reporting, investigating, and resolving complaints by employees and applicants for employment of unlawful discrimination, harassment, and retaliation. Retaliation against applicants or employees who report unlawful discriminatory conduct, file a complaint, or cooperate in an investigation or resolution of a complaint of discrimination is prohibited.

WNMU employees need to be aware that discrimination, harassment, and retaliation for reporting unlawful discriminatory conduct are prohibited. Employees who engage in such conduct will be subject to disciplinary action, up to and including termination of employment, in accordance with WNMU policies.

WNMU urges applicants for employment and employees who believe they have been discriminated against, harassed, or retaliated against for reporting unlawful discriminatory conduct or harassment to file a complaint with the Office of Civil Rights and Title IX:

- Mailing Address:
Office of Civil Rights and Title IX
P.O. Box 680
Silver City, NM 88062
Telephone Number: 575-538- 6025
Website: [TITLE IX](#)

To request an employment related accommodation, please contact the office of Employee and Labor Relations:

- Mailing Address:
Employee and Labor Relations
P.O. Box 680
Silver City, NM 88062
Telephone Number: 575-538- 6201
Email: elrelations@wnmu.edu
Website: el.wnmu.edu

DOCUMENT CONTROL REGISTER*
For Internal Use Only – Master Document

DOCUMENT TITLE:		DOCUMENT NO.	EFFECTIVE DATE:	
Affirmative Action Plan		CC608	12-AUG-1996	
DOCUMENT LOCATION: (Where is this document referenced or located; include links to SharePoint or any other locations that are accessible)				
Board of Regents Manual Policy Website				
REVIEW HISTORY (Complete log for review only)				
REVIEWED YES/NO		REVIEW DATE:	REVIEWED BY:	
ANNUAL REVIEW		12-SEP-2024	Debra Noble	
REVISION HISTORY (For audit purposes and control tracking)				
REASON FOR REVISION: **	REVISED SECTION PAGE# PARAGRAPH:	REVISION #:	REVISION DATE:	APPROVED BY:
Added clarifying language and updated department for Civil Rights; removed duplication		01	12-SEP-2024	VPCC