



Notice of Nondiscrimination

New Mexico Institute of Mining and Technology (New Mexico Tech) does not discriminate on the basis of race, color, religion, national origin, ancestry, sex (e.g. pregnancy, childbirth, and related medical conditions), sexual orientation (e.g., perceived sexual orientation), gender identity, marital status, disability (physical or mental), serious medical condition, age (40 and older), or veteran status. New Mexico Tech is committed to ensuring that persons of all protected classes have access to the University's programs, activities, facilities, and employment.

This notice and the University's related policies are in accordance with federal and state laws and regulations prohibiting discrimination and harassment. These laws include the [Americans with Disabilities Act \(ADA\)](#), Section [503](#) and [504](#) of the Rehabilitation Act of 1973, [Title IX of the Education Amendments of 1972](#), [Title VI of the Civil Rights Act of 1964](#), [Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972](#), the [Age Discrimination Act of 1975 and its amendments provided in the Older Workers Benefit Protection Act of 1990](#), the [Vietnam Era Readjustment Assistance Act 1974](#), and the [New Mexico Human Rights Act](#).

Employees, students, applicants, and other members of the University community (including but not limited to vendors, applicants, visitors, and guests) may not be harassed or subjected to any discrimination that is prohibited by law or retaliated against (collectively called "prohibited conduct") based upon a protected characteristic listed within this notice. The University does not discriminate based on sex and prohibits sex discrimination in all its education programs and activities, including those related to admission and employment.

The following person has been designated to handle inquiries and complaints regarding the University's nondiscrimination policy:

Randy Saavedra

**Affirmative Action/Equal Employment Opportunity Commission (EEOC) Director, Title IX
Deputy Coordinator, & ADA Compliance Officer**

Cramer Hall, Room 115, New Mexico Tech, 801 Leroy Place, Socorro, NM 87801, Telephone: (575) 835-5005, Email: randy.saavedra@nmt.edu, Webpage: www.nmt.edu/affirmative-action

Complaints may also be filed with the U.S. Department of Education Office for Civil Rights, the Equal Employment Opportunity Commission, New Mexico Department of Labor Human Rights Division, and the University's Department of Human Resources.

The following person has been designated to serve as the overall coordinator for purposes of Title IX (sex discrimination) compliance at New Mexico Tech:

Peter Phaiah, Ph.D.

Title IX Coordinator/Associate Vice President for Student Affairs

Fidel Student Center, Room 288, New Mexico Tech, 801

Leroy Place, Socorro, NM 87801, Telephone: (575) 835-5953 or 575-322-0001,

Email: titleixcoordinator@nmt.edu, Webpage: *NMT Title IX*

Office (<https://www.nmt.edu/titleix/index.php>), *Inquiries or complaints* ([Title IX & Sexual Misconduct Reporting Form](#)) or regarding sexual misconduct, sex

discrimination or retaliation are prohibited by the University in accordance with [Title IX Regulations](#) *should be directed to Dr. Phaiah.*



Complaints may also be directed to the U.S. Department of Education Office for Civil Rights: Denver Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, Telephone: 303-844-5695, FAX: 303-844-4303; TDD: 800-877-8339, Email: OCR.Denver@ed.gov.