



Notice of Non-Discrimination

New Mexico Institute of Mining and Technology (New Mexico Tech) does not discriminate on the basis of race, color, religion, national origin, ancestry, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation (including 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 persons of all these protected classes will have access to the University's programs, 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 Veterans Readjustment Assistance Act of 1974](#), and the [New Mexico Human Rights Act](#).

Employees, students, applicants and other members of the University community (including but not limited to vendors, 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 prohibits discrimination and harassment, including sexual or gender-based harassment, sexual assault, stalking, and other forms of intimate partner violence.

The following person has been designated to handle inquiries and complaints regarding the University's non-discrimination policies:

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 (gender-based discrimination) compliance at New Mexico Tech:

Peter Phaiah

Title IX Coordinator/Assistant Vice President for Student Life

West Hall, Room 122, New Mexico Tech, 801 Leroy Place, Socorro, NM 87801, Telephone: (575) 835-5953, Email: titleixcoordinator@nmt.edu, Webpage: www.nmt.edu/titleix

Inquiries or [complaints](#) regarding sexual misconduct, gender-based harassment or retaliation are prohibited by the University in accordance with [Title IX](#) 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.