

## HOW TO ACCESS OEO SERVICES...



If you have any questions about our services, or if you want to discuss a civil rights issue, please contact our office.

Our contact information is:

Phone: 505-277-5251

Fax: 505-277-1356

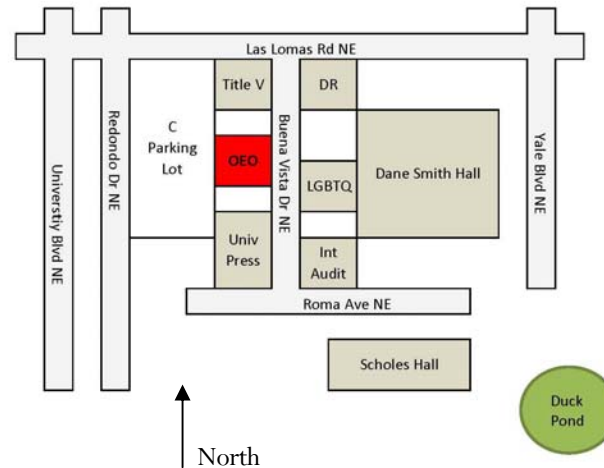
Office of Equal Opportunity  
609 Buena Vista Dr. NE  
Albuquerque, NM 87131  
Building #42

MSC: MSC05 3150

E-mail: [oeounm@unm.edu](mailto:oeounm@unm.edu)

Website: [oeo.unm.edu](http://oeo.unm.edu)

## Directions to the Office of Equal Opportunity



## UNIVERSITY OF NEW MEXICO

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## OFFICE OF EQUAL OPPORTUNITY



The University of New Mexico is committed to creating and maintaining a community in which students and employees can learn and work together in an atmosphere that enhances productivity and draws on the diversity of its members, and is free from all forms of disrespectful conduct, intimidation, exploitation, and harassment.

*We are personally committed to the full implementation of all aspects of this policy.*

*The Office of Equal Opportunity Staff*

# MISSION

The Mission of the Office of Equal Opportunity (OEO) is to promote equal access and treatment for all.

Who does OEO serve?

- Students
- Staff
- Faculty

OEO's responsibility is to ensure compliance with University policy, and state and federal laws prohibiting discrimination on the basis of:

- Race/Color/National Origin/Ancestry
- Religion
- Age
- Physical or Mental Disability
- Serious Medical Condition
- Sex/Sexual Harassment
- Sexual Orientation
- Gender Identity
- Spousal Affiliation
- Veteran Status
- Pregnancy
- Genetic Information
- Any other protected class status

**It is prohibited to retaliate against anyone who asserts his or her civil rights.**

## CIVIL RIGHTS ACTIVITIES

OEO works to maintain working and learning environments free from discrimination and harassment by:

- Investigating internal discrimination and sexual harassment claims
  - ◆ This includes hiring challenges and Title IX investigations
- Publishing an annual Affirmative Action Plan
- Monitoring faculty hiring
- Maintaining workforce statistics
- Identifying problem areas and:
  - ◆ Establishing goals through statistical analysis of problem areas
  - ◆ Creating proactive programs to eliminate problems
- Assisting with ADA access and reasonable accommodations

## WHAT CAN I EXPECT FROM OEO?

OEO investigators:

- Take all concerns seriously
- Are neutral
- Maintain confidentiality to the extent allowed by University policy

## PROACTIVE PROGRAMS

OEO assists management, employees, and

students by supporting University strategic goals and by developing and promoting proactive programs in the following areas:

- Recruitment and hiring
- Training
- EEO/AA Issues

## WHEN SHOULD I CALL OEO?

Any time you have questions or concerns regarding unlawful treatment on the basis of affiliation with or membership in a protected class.

Any time you receive information regarding gender discrimination against students.

Any time you have questions or concerns regarding reasonable accommodation requests or the reasonable accommodation process.

## WHAT IS TITLE IX?

Title IX protects against gender discrimination and provides for equal opportunity for students to pursue education and have equal and safe access to all of a school's programs, facilities, etc. Gender discrimination includes sexual harassment and sexual harassment includes any conduct of a sexual nature that is unwelcome and severe and/or frequent as to create a hostile environment that interferes with someone's ability to work or learn. This includes sexual violence.