

Advisory 230

G-0200

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GBA

EQUAL EMPLOYMENT OPPORTUNITY

Discrimination against an otherwise qualified individual with a disability or any individual by reason of race, color, religion, sex, sexual orientation, age, or national origin is prohibited. Efforts will be made in recruitment and employment to ensure equal opportunity in employment for all qualified persons. Pursuant to the New Mexico Human Rights Act, it shall be considered an unlawful discriminatory practice for an employer, unless based on a bona fide occupational qualification or other statutory prohibition, to refuse to hire, to discharge, to promote or demote or to discriminate in matters of compensation, terms, conditions or privileges of employment against any person otherwise qualified because of race, age, religion, color, national origin, ancestry, sex, sexual orientation, gender identity, pregnancy, childbirth or condition related to pregnancy or childbirth, physical or mental handicap or serious medical condition, or, if the employer has fifty or more employees, spousal affiliation; provided, however, that 29 U.S.C. Section 631(c)(1) and (2) shall apply to discrimination based on age;

Adopted: Date of manual adoption

LEGAL REF.: Sections 28-1-2 NMSA et seq.; Section 28-1-7A NMSA 1978;
20 U.S.C. 1703, Equal Employment Opportunity Act of 1972

CROSS REF.: AC - Nondiscrimination
ACA - Nondiscrimination on the Basis of Sex
IHBA - Special Instructional Programs and Accommodations for
Disabled Students
JB - Equal Educational Opportunities
KED - Public Concerns/Complaints about Facilities or Services