

April 10, 2025

Dear Campus Community,

As we approach the semester, we want to remind the campus community that New Mexico State University is committed to promoting an educational and work environment that is safe, positive, and without intimidation or injury to students, faculty, staff, and guests.

Every member of the university community is responsible for preventing unlawful discrimination, sexual misconduct, hazing, bullying, harassment, or other hostile misconduct. Virtually all NMSU employees have a duty to report any such behavior or conduct under ARP 3.25, Prohibition of All Forms of Unlawful Discrimination, and ARP 3.80, Hazing, Bullying, Harassment, and Other Hostile Misconduct.

Responsible Employees. With respect to gender discrimination, including sexual misconduct, NMSU policy requires reporting of such discriminatory or alleged discriminatory conduct, by all “Responsible Employees.” Responsible Employees include:

1. Those with the authority to address and remedy sex-based discrimination and harassment; and/or
2. Those with the responsibility to report sexual misconduct to a supervisor and OIE; and/or
3. Those who a student would reasonably believe have such authority or obligation.

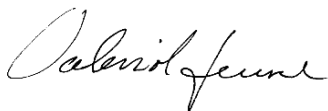
Confidential Employees. In contrast to “Responsible Employees” who *must* report, “Confidential Employees” are not required to report information about sex-based discrimination learned solely in their capacity in those roles due to legal privilege or if designated as confidential for providing services related to sex discrimination, unless the information poses a significant threat to safety. At NMSU Confidential Employees are those who provide medical and mental health services in response to sex-based discrimination, including mental health professionals, other medical care provider teams operating from the Aggie Health and Wellness Center, clergy, and victims’ advocates working on or off campus.

Reports received by a university community member must be promptly forwarded to the offices as indicated below. Each organization, association, athletic team, department, unit, division, as well as each individual student, employee, affiliate, or guest must report incidents believed to be associated with hazing, bullying, or other hostile misconduct. Responsible Employees must report incidents of sex-based discrimination as required by law. Other community members are strongly encouraged to report sex-based discrimination to aid in the prevention and response to such incidents. All reporters will be asked to cooperate with any investigation, as requested by the involved NMSU office(s). Reports must be made as follows:

1. **Criminal Misconduct:** Criminal misconduct should always be reported to the NMSU Police Department and other relevant law enforcement agencies, in addition to the appropriate administrative unit. Any violation involving a crime, an emergency, or an imminent threat to the health or safety of any person, should be reported immediately by dialing 9-1-1.
2. **Non-emergency or non-imminent criminal threat:** Contact the University Police by dialing 575-646-3311.
3. **Students and Student Organizations:** Student or student organization behavior (includes athletic teams, sororities, fraternities, and others) in violation of this policy must be reported to the Dean of Students by contacting 575 646-1722, by email at dos@nmsu.edu or by completing the **Campus Community Incident Report**. Reports made to a university employee must be promptly forwarded to the Dean of Students office.
4. **Sexual Harassment or Discrimination:** All sexual harassment, assault, stalking, and hostile behavior based on a protected class (discriminatory) must be reported to the Office of Institutional Equity (OIE) by dialing 575-646-3635, filing an incident report [here](#), accessing the website at equity.nmsu.edu or email equity@nmsu.edu. Prompt notification to the Title IX Coordinator is required for reports in this category.
5. **Employee, Affiliate, or Guest Misconduct:** Non-discriminatory acts of hazing, bullying, harassment, or other hostile misconduct or retaliation by or against employees, affiliates, and guests report to Human Resource Services Office of People Relations by phone at 575-646-2449, email at opr@nmsu.edu.
6. **Anonymous Report:** Individuals may report any violation of policy in good faith through the **EthicsPoint** system.

Thank you to everyone for doing your part to ensure a safe and positive learning and working environment at NMSU.

Sincerely,



Valerio C. Ferme
NMSU President