

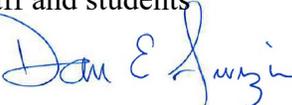


Office of the Chancellor

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DATE: May 10, 2022

TO: NMSU system faculty, staff and students

FROM: Chancellor Dan E. Arvizu 

SUBJECT: Hate speech has no place at NMSU

New Mexico State University is a community where we want every person to feel welcomed, included, valued and supported. At all of our campuses and sites throughout the state, each person should feel safe and know that they belong here – no matter what their race, religion, sexual orientation, gender, or any other protected category of identity that applies to them. That’s why hate speech – any offensive speech targeted toward others based on one of these protected categories – has absolutely no place at NMSU.

I want to share a message provided to me by NMSU’s Office of Institutional Equity and thank them for bringing this issue the attention that it needs and deserves. You can read the message in its entirety [here](#).

Let me say this again: Hate speech has no place [here](#).

NMSU is also a place of academic discourse, inquiry, and the sharing of thoughts and ideas – some of which may offend. Respectful discourse is critical to our mission as an institution of higher education. But when speech or behavior crosses the line into discriminatory conduct, it goes beyond the scope of free and protected speech, and must be addressed.

We encourage and celebrate free inquiry and the right of everyone to express themselves and peacefully assemble. However, we denounce – in the strongest terms – speech and behavior that threatens, discriminates, or causes another to fear for their safety. This behavior is against the law, it’s against our [university policy](#), and – importantly – it’s against our values as an institution.

Every person at NMSU, whether they are an employee, a student or a visitor to one of our campuses, is responsible for helping to ensure that this remains a safe and welcoming place by treating one another with respect and dignity. So, what can you do if you witness or encounter hate speech at NMSU?

- Do not engage.
- Walk away and get to safety.
- Call 911 and report all threats of violence and/or hate speech.
- If you believe that you are a victim of a hate crime, [report it to OIE](#) – even if you do not think that it was serious.
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May 10, 2022
Page 2

- If you encounter hate speech on social media – speak up and [report it to OIE](#). Report hate speech on social media associated with NMSU students, programs or employees.
- Assist the target. Let them know that you are willing to help them get to a safe space and [report the conduct to OIE](#) and/or the NMSU Police Department.

If you or someone you know has been a target of hate speech, NMSU has counseling resources available for [students](#) and [employees](#).

Hate speech will not be tolerated at New Mexico State University. Please join me in working to quickly identify and address incidents of hate speech, so that we can send a strong, unified message that everyone in our Aggie community is supported, respected and valued.