



Civil Rights Brief

Who's Responsible for Civil Rights? ALL NMSU CES EMPLOYEES!

The value of commitment to civil rights includes diversity of programming, reaching out to new audiences, and a dynamic Extension program.

Failure to comply with civil rights results in stagnant programming and jeopardizes federal funding for Extension programs.

Related Laws

Affirmative Action is an implementation of proactive measures to assure equal opportunity mandated in Title VI of the Civil Rights Act of 1964. Affirmative Action activities are undertaken to make up for historic and continuing discrimination and the continuing impact of historical discrimination.

Programming-Title VI of the Civil Rights Act of 1964 specifies that no person in the United States shall, on the grounds of race, color, religion, sex or national origin, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any program or activity receiving federal financial assistance. Affirmative action measures should be taken to assure equal opportunity and make up for historic and continuing discrimination.

Employment-Title VII of the Civil Rights Act of 1964 states that the policy of the U.S. government is to provide equal opportunity in employment for all persons; to prohibit discrimination in employment because of race, color, religion, sex or national origin; and to promote equal opportunity through affirmative action in each federal department and agency. Equal opportunity must be an integral part of personnel policy and practice, including employment selection, training and advancement and other benefits of employment.

Title IX of the Education Amendments of 1972 states that the specific purpose of Title IX is to prohibit discrimination against individuals in federally funded programs or activities and in every aspect of employment because of gender. Title IX provisions include prohibitions against male/female job-related stereotyping, sexual harassment, unequal opportunities for training and advancement and other benefits of employment.

Americans with Disabilities Act of 1990 Title I states that no entity shall discriminate against a qualified individual with a disability because of the individual's disability in regard to job application procedures, hiring, advancement, discharge, compensation, training and other terms, conditions and privileges of employment.

Title II of the act states that no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of services, programs or activities of a public entity or be subjected to discrimination by any such entity.

A **"qualified individual with a disability"** is any individual with a disability who, with or without reasonable modifications to rules, policies or practices; the removal of architectural, communication or transportation barriers; or the provision of auxiliary aids and services, meets the essential eligibility requirements of employment, receipt of services or participation in programs or activities provided by a public entity.

All reasonable efforts include advising all potential recipients of program availability, displaying the "...And Justice for All" poster, maintaining contacts with grassroots organization, using the affirmative action clause, and photos and graphics that display a diverse audience.

Affirmative Action Clause: New Mexico State University is an equal opportunity/affirmative action employer and educator. NMSU and the U.S. Department of Agriculture cooperating.



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ADA Statement:

If you are an individual with a disability who is in need of an auxiliary aid or service please contact _____ at _____ by _____.

Public Notification Steps includes notifying the public about programs using flyers posted in conspicuous places where minorities congregate and radio, print media, and television to inform the public about programs.

How do we make sure that we are in compliance with civil rights regulations?

The Civil Rights and EEO specialist and Extension department heads conduct each year civil rights reviews in 4-5 counties throughout New Mexico. The reviews consist of a review of civil rights files located in each county Extension office. Reviewers search for evidence of reaching out and including underserved members from their respective communities. Yearly federal reviews are also conducted in selected counties where federal auditors evaluate civil rights efforts at the state and local level. *Participation in civil rights trainings is encouraged.*

Tips for compliance:

- Establish and conduct regularly scheduled advisory committee meetings that are diverse in gender and ethnicity.
- Participate in civil rights trainings.
- Review and familiarize yourself with the civil rights file guides and the civil rights files in your office.
- Maintain a “to be filed in civil rights” file on your desk and periodically file the content in its appropriate place in your civil rights files.
- Use “all reasonable efforts” to notify the public of educational programs that are being held.
- Maintain an accurate account of the potential audiences in the communities in which you conduct educational programs.

Civil Rights Contacts:

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