



# OFFICE OF COMPLIANCE, ETHICS & EQUAL OPPORTUNITY

## **NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)**

In accordance with the requirements of Title II of the ADA, the University of New Mexico (UNM) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment.** UNM does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

**Effective Communication.** UNM will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in UNM's programs, services, and activities, including: qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures.** UNM will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy its programs, services, and activities. For example, individuals with service animals are welcome in UNM's buildings, even where pets are generally prohibited.

**Effective Communication.** Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a UNM program, service, or activity, should contact the [Office of Compliance, Ethics & Equal Opportunity \(CEEO\)](#) at (505) 277-5251 or [ceeo@unm.edu](mailto:ceeo@unm.edu), or the [Accessibility Resource Center](#) at (505) 277-3506 or [arcsrvs@unm.edu](mailto:arcsrvs@unm.edu) as soon as possible, but no later than **48 hours** before the scheduled event or program.

**Fees.** UNM will NOT place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids, services, or reasonable modifications of policy.

**Complaints.** Complaints that a UNM program, service, or activity is not accessible to persons with disabilities should be reported to the ADA Coordinator(s) in the Office of Compliance, Ethics & Equal Opportunity, in accordance with UNM's ADA Grievance Procedure:

Francie Cordova, ADA Coordinator and Chief Compliance Officer Phone: (505) 277-5251 Email: <a href="mailto:ceeo@unm.edu">ceeo@unm.edu</a>	Heather Jaramillo, ADA Coordinator and Director of Equal Opportunity Phone: (505) 277-5251 Email: <a href="mailto:ceeo@unm.edu">ceeo@unm.edu</a>
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Complaints may also be made through UNM's EthicsPoint Compliance Hotline via an [online form](#), a [mobile device](#), or by phone at 1-888-899-6092.

**The ADA does not require UNM to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden on the University.**