

DRUG AND ALCOHOL POLICY

The university's alcohol/drug policy conforms to the requirements under the state law that prohibits the use and/or consumption of drugs and alcoholic beverages on state property. Students are subject to the provisions of New Mexico law and to university discipline and censure regarding the use, possession, distribution, or sale of alcoholic beverages on the university campus.

Students who violate this policy will be referred to the Vice President of Student Affairs unless the violation occurs in a university housing facility in which case the student will be referred to the Director of Housing for disciplinary action.

1. The director will provide the student with a written statement of charges and the disciplinary action taken.
2. Any appeal of this action must be provided in writing to the director by 4pm of the third business day following receipt of the charges and disciplinary action.
3. The appeal will be forwarded immediately to the university discipline committee (p. 20) that will set a hearing date for the appeal within ten business days. The student's right to call other individuals before the committee for defense or clarification shall conform to the committee's requirements.
4. The student may appeal the university Discipline Committee's decision. Such an appeal must be in writing and provided to the chairperson of the Student Appeal's Committee (p. 21) by 4:00 pm of the third business day following receipt of the university discipline committee's decision. The Student Appeals Committee will set a hearing date for the appeal within ten business days. The Student Appeals Committee's decision is final.

Disciplinary action for violation of the alcohol/drug policy could be any of the sanctions listed on page 3.

 [back to top](#)

Nondiscrimination Policy

Western New Mexico University encourages cultural diversity and respect for differences as a fundamental role of higher education and therefore does not tolerate the subordination of a person or group based on race, color, creed, disability, marital status, national origin, HIV status, sex or sexual orientation.

The University will take strong and effective steps to achieve a diverse learning environment and workplace respectful of differences. Clear, fair, and effective policies will be formulated and communicated to all members of the campus community, and will respond promptly and consistently to complaints about any acts that violate these policies.

 [back to top](#)

Weapons Possession

It is the intention of Western New Mexico University to provide a safe and harmonious setting

where students, faculty and staff can work without fear or threat of bodily harm. Thus, the possession of weapons, or the unreported knowledge of such items, on the University's premises or during University programs, on or off campus, is considered a serious offense subject to discipline.

The sale, possession, transfer, or use of any weapon(s) on the University premises or during University programs, except in officer training programs conducted under the auspices of the United States Armed Forces, state or local government law enforcement agencies or by officers thereof, is prohibited. "Weapons," as used in this policy, include, but are not limited to , firearms, knives, other than pocket knives not exceeding 4" in length when folded and kitchen utility knives not exceeding 7" in total length, clubs, explosives, spiked wrist bands, chains, brass knuckles, or other items that may cause or be used for the purpose of causing intimidation, injury, or death. "University Premises" means any University building and any University property, any University-owned vehicle and any other University-approved vehicle used to transport students to and from University activities. "University Programs" means any University-sponsored or approved activity, event, or function, on or off University premises where students are under the jurisdiction of the University, or during any period of time University employees are supervising students on behalf of the University or are otherwise engaged in University, business. A student failing to report knowledge of a weapon in the possession of another student or of the conduct prohibited in this policy will be considered an accessory. Such an offense as accessory will be disciplined and subject to the same penalty as the primary offender.

 [back to top](#)

SEXUAL HARASSMENT POLICY STATEMENT

In recognition of the fact that sexual harassment is a form of discrimination prohibited by law, and in accordance with the provision of Section 703, Title VII of the Civil Rights Act of 1964 and the New Mexico Human Rights Act, Western New Mexico University is committed to maintaining a working environment free of objectionable and disrespectful conduct and communication of a sexual nature. The University is equally committed to maintaining an environment free of sexual discrimination for students of Western New Mexico University in their dealings with the staff and faculty of the University. Students who feel they have been sexually harassed are encouraged to contact the Director of Affirmative Action/EEO.

DEFINITIONS

- A. Conduct of Sexual Nature
- B. Conduct of a sexual nature may include, but is not limited to, verbal or physical sexual advances, including subtle pressure for sexual activity; touching, pinching, patting, or brushing against; comments regarding physical or personality characteristics of a sexual nature; sexually- oriented "kidding," "teasing," double entendres, and jokes, and any harassing conduct to which an employee or student would not be subjected but for such employee's or student's sex.
- C. Unwelcome Conduct of a Sexual Nature
 - 1. Verbal or physical conduct of a sexual nature may constitute sexual harassment when the allegedly harassed employee or student has indicated, by his or her conduct, that it is unwelcome.
 - 2. An employee or student who has initially welcomed such conduct by active participation must give specific notice to the alleged harasser that such conduct is no longer welcome in order for any such subsequent conduct to be deemed unwelcome.

NOTE: It is recommended that the employee or student report the incident as soon as possible to their immediate supervisor, and/or appropriate vice president, and/or Affirmative Action.

RESPONSE TO AN ALLEGED SEXUAL ASSAULT

The University has established the following Crisis Intervention Team to respond to any emergencies concerning sexual assaults. It is extremely important that one person not try to handle the situation alone, therefore, at least two members should respond. Whenever possible, the Crisis Team should include a woman and a man in order to provide guidance and counseling when this situation arises. The Crisis Team is as follows:

Campus Police 538-6231 or 911

Vice-President of Student Affairs 538-6339

Counseling 538-6561

Housing 538-6629

 [back to top](#)



Language Policy

Western New Mexico University strives to create a campus climate which values diversity among students, faculty, staff and administration. WNMU recognizes the importance of building a campus culture based on understanding and mutual respect for the many cultural differences that exist within the campus population, including differences in language.

WNMU is dedicated to encouraging a multicultural, multilingual environment. It is the policy of the University that any employee, student, or staff member may speak any language except when the speaking of a particular language is a business necessity. Interactions among faculty, staff, or students not directly related to the conduct of University business do not fall within the business necessity exception. Should it be determined that any University employee attempted to infringe on the rights of others to speak any language, appropriate disciplinary action will be taken.

 [back to top](#)

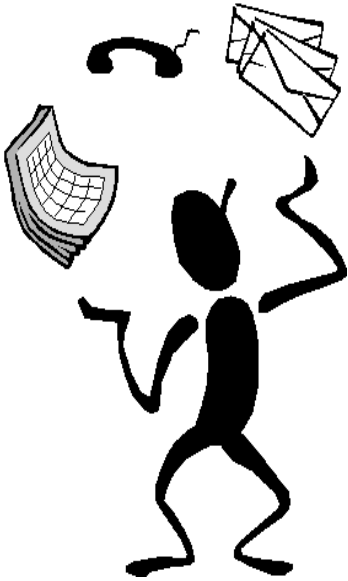
Equal Educational and Equal Employment Opportunity Policy and the Affirmative Action Office

Western New Mexico University is committed to providing equal educational and employment opportunity regardless of sex, marital or parental status, race, color, religion, age, ancestry, national origin, handicaps, or military involvement (veteran or disabled veteran, including Vietnam era). Equal educational opportunity includes: recruitment and admission; access to courses and facilities; access to counseling, testing, and tutoring services; housing; financial assistance and student employment; health and insurance services; extracurricular programs and activities, participation in athletics.

Students in need of advice pertaining to any of the above stated polices are encouraged to contact the Director of Affirmative Action/EEO Officer, Western New Mexico University, (505) 538-6364.

 [back to top](#)

PROFESSIONAL SUPPORT & EMERGENCY PHONE NUMBERS



Gila Regional Medical Center 388-1591

Mental Health (Open 24 hrs.) Ext. 4426

El Refugio Support Groups 538-2125

(Open 24 hrs.) 538-2135

Border Area Mental Health 538-3488

(Open 24 hrs.) 1-800-426-0997

WNMU Counseling 538-6561

United Campus Ministry 538-6570

Suicide Prevention Hotline 538-3488

Rape Crisis Center 538-3488

Alcohol/Drug Abuse Helpline 1-800-962-8963

538-3488

Fire 911

Police 911

 [back to top](#)

PROCEDURES FOR AMENDMENT OF THE STUDENT HANDBOOK

A student representative or an individual student may initiate amendments to this handbook through the Student Handbook Committee by forwarding recommendations for changes to the president of the Associated Students. The president will then forward all recommendations for changes to the handbook committee. The committee will consist of three-student representatives, the faculty senate president or assigned designee, and the staff senate president or assigned designee. The committee will review all recommendations for changes and by majority vote, forward approved recommended changes to the Associated Student senate for a majority vote. The president of the Associated Students will forward approved changes to the Board of Regents for approval. The Board may also, as required for effective management of the University, make any amendment at any time.

 [back to top](#)