

MEMORANDUM

TO: All University of New Mexico Faculty, Staff and Students
FROM: James Holloway, Executive Vice President for Academic Affairs and Provost
Dr. Paul Roth, Executive Vice President for Health Sciences and Chancellor
Dorothy Anderson, Vice President for Human Resources
SUBJECT: Annual Policy Notification Regarding Respectful Campus Policies
DATE: February 5, 2020

As part of our annual policy notifications series, we encourage you to review the following University of New Mexico (UNM) policies that are crucial to the success of the university and the university community.

This annual policy notification serves as a reminder about the University's expectation that we all work together to create a respectful working and learning environment. Everyone at UNM has a right to be treated with respect, and a responsibility to treat others with respect.

We strive to model behavior that creates an inclusive and respectful climate for all. We recognize the stress, challenges, and demands of our jobs and our personal lives. However, it is not appropriate to treat members of our UNM community in a disrespectful manner. Actions that are destructive to a respectful campus should not be, and will not be ignored. All members of the UNM community who have witnessed or been a target of destructive actions are encouraged to raise their concerns in accordance with these policies. Please speak with your supervisor or unit head and/or contact one of the resources listed below.

UNM Policies Related to Promoting a Respectful Campus:
Administrative Policies and Procedures Manual - Policy 2240: Respectful Campus -
<http://policy.unm.edu/university-policies/2000/2240.html>

UNM Faculty Handbook C09: Respectful Campus <https://handbook.unm.edu/c09/>.

UNM is committed to freedom of academic inquiry and encourages an environment of free expression and open debate. UNM does not attempt to shield people from ideas they may find unwelcome, disagreeable, or offensive. All members of the campus community are provided with the broadest possible latitude to speak, write, listen, challenge, and learn. Debate or deliberation should not be suppressed because the ideas put forth are thought by some, or even by most, to be offensive, unwise, or misguided.

At the same time, UNM is committed to providing a respectful campus environment. The right to address issues of concern does not grant individuals license to make untrue allegations, to harass others, to violate appropriate confidentiality, or to engage in other conduct that violates the law or University policy. A respectful environment is a necessary condition for success in teaching and learning, in research and scholarship, in patient care and public service, and in all other aspects of UNM's mission and values.

These policies apply to regents, administrators, faculty, staff, students, residents, and volunteers at UNM. For reporting procedures for all members of the campus community, see Section 5.4 of the policy.

These policies describe the actions and cornerstones that characterize a respectful campus and to which all members of the UNM community should aspire. You can find the full text of both policies here, <http://policy.unm.edu/university-policies/2000/2240.html> and here, <https://handbook.unm.edu/c09/>.

UNM Resources

Office of Equal Opportunity (OEO)

Phone: (505) 277-5251

oeounm@unm.edu

Title IX Coordinator

Angela Catena

Phone: (505) 277-5251

acatena@unm.edu

HR Labor and Employee Relations

Phone: (505) 277-6947

ler@unm.edu

Ombuds Services for Staff

Phone: 505.277.2993

jransom@unm.edu

Ombudsperson for Faculty

Phone: (505) 277-3212

jcivikly@unm.edu

LGBTQ Resource Center

Phone: 505-277-LGBT (5428)

lgbtqrc@unm.edu

LoboRESPECT Advocacy Center

Phone: 505-277-2911

loborespect@unm.edu

Women's Resource Center

Phone: (505) 277-3716

jhidalgoholland@unm.edu

Vassar House Advocacy Center

Phone: (505) 277-3712