

ATTEST A TRUE COPY

*Kathleen J. Gibson*  
Clerk of the Supreme Court  
of the State of New Mexico

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IN THE SUPREME COURT OF THE STATE OF NEW MEXICO

NO. 10-8500

IN THE MATTER OF THE ADOPTION OF A POLICY  
CONCERNING EQUAL EMPLOYMENT OPPORTUNITY  
IN THE JUDICIAL BRANCH OF GOVERNMENT

SUPREME COURT OF NEW MEXICO  
**FILED**  
NOV 16 2010

ORDER

WHEREAS, this matter came on for consideration upon the Court's own motion to reduce to writing the existing policy of the Judicial Branch of Government regarding Equal Employment Opportunity and, on January 27, 2004, this Court issued an Order adopting a policy concerning equal employment opportunity in the Judicial Branch of Government;

WHEREAS, on August 18, 2006, this Court approved the "Harassment (including Sexual Harassment) Discrimination and Retaliation Policy;

WHEREAS, on July 19, 2010, this Court approved amendments to the New Mexico Judicial Branch Personnel Rules Part I for Employees and Part II for At Will Employees;

WHEREAS, New Mexico Judicial Branch Personnel Rules 1.05 and 15.05 state: "*Discrimination or harassment* based on race, color, religion, sex, age, national origin, ancestry, physical or mental handicap, serious medical condition, sexual orientation, gender identity, socioeconomic status, political affiliation or any other reason not related to work performance shall not be tolerated in the work

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place; nor shall *retaliation* against a person filing a *complaint* or report of such *discrimination* or *harassment* be tolerated.”; and

WHEREAS, this Court is mindful of the importance of equal employment opportunities in the Judicial Branch of Government, and being otherwise sufficiently advised, Chief Justice Charles W. Daniels, Justice Patricio M. Serna, Justice Petra Jimenez Maes, Justice Richard C. Bosson, and Justice Edward L. Chávez concurring;

NOW, THEREFORE, IT IS ORDERED that the following policy regarding equal employment opportunities in the Judicial Branch of Government hereby is ADOPTED, EFFECTIVE IMMEDIATELY:

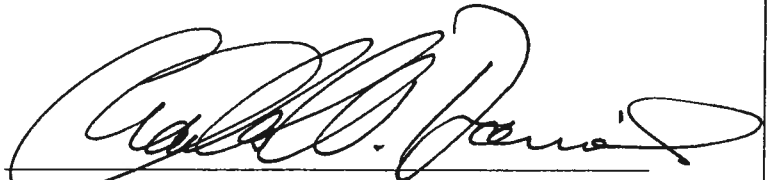
**POLICY REGARDING EQUAL EMPLOYMENT OPPORTUNITIES IN THE JUDICIAL BRANCH OF STATE GOVERNMENT**

It is the continuing policy of the New Mexico Judicial Branch of Government to afford equal employment opportunity to qualified individuals in all decisions regarding recruitment, hiring, promotions, and other terms and conditions of employment, regardless of race, color, religion, sex, age, national origin, ancestry, physical or mental handicap, serious medical condition, sexual orientation, gender identity, socioeconomic status, political affiliation or any other reason not related to work performance. The New Mexico Judicial Branch of Government complies with all state and federal laws pertaining to discrimination through employment practices. The New Mexico Judicial Branch of Government has zero tolerance regarding any form of discrimination, harassment (including sexual harassment), and retaliation, nor shall retaliation against a person filing a complaint or report of such discrimination or harassment be tolerated. The New Mexico Judicial Branch of Government employees have a viable means for communicating and resolving unlawful discriminatory employment practices, should they occur, through the New Mexico

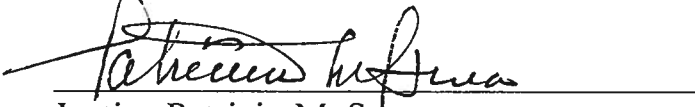
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Judicial Branch Personnel Rules, specifically the complaint and grievance policies.


IT IS SO ORDERED.



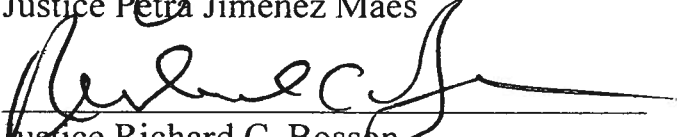
Chief Justice Charles W. Daniels



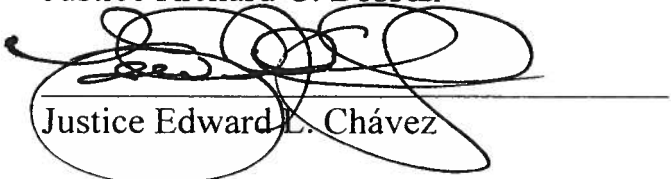
Justice Patricio M. Serna



Justice Petra Jimenez Maes



Justice Richard C. Bosson



Justice Edward L. Chávez