

ALICIA A TRUE COPY

*Kathleen Jo Gibson*  
Clerk of the Supreme Court  
of the State of New Mexico

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

IN THE SUPREME COURT OF THE STATE OF NEW MEXICO

NO. 03-8500

SUPREME COURT OF NEW MEXICO

**FILED**

JAN 27 2004

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

*Kathleen Jo Gibson*

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;

WHEREAS, New Mexico Judicial Branch Personnel Rules states that "[i]t shall be the policy of the New Mexico Judicial Branch that all decisions regarding recruitment, hiring, promotions and other terms and conditions of employment will be made without discrimination on the basis of race, religion, sex, age, national origin, ancestry, disability or medical condition, sexual orientation, socio-economic status or political affiliation.";

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 Petra Jimenez Maes, Justice Pamela B. Minzner, Justice Patricio M. Serna, 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**

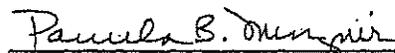
It is the continuing policy of the New Mexico Judicial Branch of Government to afford equal employment opportunity to qualified

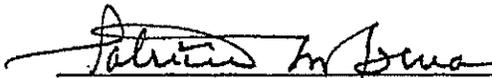
1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

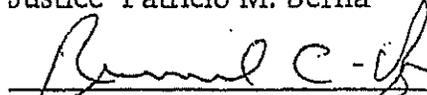
individuals in all decision regarding recruitment, hiring, promotions, and other terms and conditions of employment regardless of age, creed, disability, gender, medical condition, national origin, race, religion, or sexual preference. The New Mexico Judicial Branch of Government complies with all state and federal laws pertaining to discrimination through employment practices. The New Mexico Judicial Branch of Government has zero tolerance regarding any form of discrimination or harassment based upon the above. 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 Judicial Branch Personnel Rules, specifically the complaint and grievance policies.

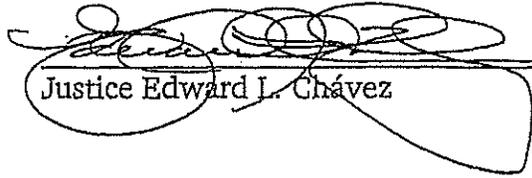
IT IS SO ORDERED.

  
\_\_\_\_\_  
Chief Justice Petra Jimenez Maes

  
\_\_\_\_\_  
Justice Pamela B. Minzner

  
\_\_\_\_\_  
Justice Patricio M. Serna

  
\_\_\_\_\_  
Justice Richard C. Bosson

  
\_\_\_\_\_  
Justice Edward L. Chavez