

College Compliances

Equal Opportunity/ Nondiscrimination Policy

Mesalands Community College is committed to the policy of equal opportunity in employment and education regardless of race, color, religion, national origin, sex, age, physical or mental disability, serious medical condition or veteran status.

In compliance with Titles II, VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, and Section 402 of the Vietnam Era Veteran's Readjustment Act of 1974 and the New Mexico Human Rights Act, Mesalands Community College does not discriminate against any applicant, employee or student. This policy covers admission, access, and services in College programs and activities, and application and treatment in College employment.

Note: Mesalands Community College makes reasonable accommodations to allow qualified applicants and employees with disabilities equal opportunity for employment, and qualified students who have the ability to benefit, equal educational opportunities.

Drug-Free Campus

It is Mesalands Community College's policy to provide a safe environment for its employees, students and members of the public. Accordingly, Mesalands Community College adheres to the Drug-Free Workplace Act of 1988, the Omnibus Transportation Act of 1991, and any state and local law regarding the use, sale or possession of alcohol and controlled substances on College property.

Mesalands Community College forbids any employee or student from possessing, using, selling, distributing, or being under the influence of alcohol or drugs, and drug paraphernalia, while on College property, or while involved in student activities.

Tobacco-Free Environment

All of Mesalands Community College's indoor areas are to be smoke-free and tobacco-free areas. In support of the New Mexico Clean Indoor Air Act [24-16-1 NMSA 1978], this prohibition against all use of tobacco of any kind is extended to include all campus building facilities (including restrooms, classrooms, work areas, lounges,

commons areas, conference rooms, etc.) and all vehicles owned and/or operated by the College. Additionally, smoking is prohibited near entrances, windows and ventilation systems of all workplaces and public places where smoking is prohibited by the Dee Johnson Clean Indoor Air Act.

Weapon-Free Campus

Persons possessing firearms, ammunition, explosives or edged weapons are prohibited from carrying, conveying or storing such materials on College property or at College functions. The only exceptions to this policy are for law enforcement officers authorized by state law to carry firearms (30-7-2 NMSA 1978) and materials authorized for instructional purposes. Violations of this policy may result in expulsion.

Family Educational Rights/Privacy Act

It is the policy of Mesalands Community College to ensure the right of privacy and access to the student of his or her educational records in accordance with the Family Educational Rights and Privacy Act of 1974, its amendments and the final rule of the U.S. Department of Health, Education and Welfare.

This act gives students certain rights regarding their records:

1. The right to inspect information contained in the student's educational records.
2. The right to request correction of records upon proof of error.
3. The right to prevent disclosure of records without consent, with certain exceptions, including directory information, as delineated in the College's complete policy.
4. The right to secure a copy of the College's complete policy (see Office of Enrollment Management).
5. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the College to comply with the provisions of the Act.
6. The right to have directory information withheld (see Release of Student Information).

Release of Student Information

With the exception of "directory information" and other exceptions permitted by the Family Education Rights and Privacy Act (FERPA), no access to a student's or former student's educational records will be granted unless a written authorization form is completed.

Directory information consists of the following:

Name, mailing address, date of birth, major field of study, classification (freshman or sophomore), dates of attendance (terms), honors and degrees awarded, photographic image, e-mail address and the name of the education agency or college attended immediately prior to coming to Mesalands Community College.

Students who are currently enrolled and wish to deny release of directory information must complete an "Access to Student Records" form in the Office of Enrollment Management. Restriction of directory information will only be honored while the student is currently enrolled at Mesalands Community College. Should a student not maintain continuous enrollment, she/he must complete another form upon readmission.

Student Right-to-Know and Campus Security Act

Mesalands Community College is committed to maintaining a safe, secure environment for working and learning. The Tukumcari Police Department provides law enforcement services for the College campus. This includes 24-hour patrol and dispatch services and emergency access through telephone number 9-1-1. The College complies with the Campus Security Act and publishes information related to crime and campus security and makes it available to all current students and employees, and to any applicant for enrollment or employment.

Student Code of Conduct

In an effort to create the best possible learning environment, Mesalands Community College requires students to respect individual rights and to exercise reasonable and responsible judgment while on the campus or while par-

ticipating in College activities. Certain forms of student conduct which are deemed to be inconsistent with the institution's learning environment and goals are subject to standards established by Mesalands Community College.

Written policies, which have been formulated regarding standards of student conduct, are available in the Student Services Office and published in the Student Handbook. It is a condition of enrollment for all students to abide by the policies established by the Mesalands Community College Board of Trustees regarding behavioral standards and the code of conduct. Failure to comply with these written policies may result in disciplinary suspension or dismissal from the institution.

Further, Mesalands Community College reserves the right to involve law enforcement agencies in any violation of city or county ordinances and state or federal law.

Discrimination and Sexual Harassment Policy

Mesalands Community College disapproves of, and will not tolerate, discrimination based on race, color, sex, age, religion, national origin, physical disability, mental disability, or serious medical condition and/or the sexual harassment of its employees, students, or visitors. Any student who engages in discrimination or sexual harassment will be subject to discipline, and the appropriate corrective action will be taken to prevent its recurrence. Any incidents of discrimination or sexual harassment by anyone, including non-employees, should immediately be brought to the attention of Mesalands Community College for appropriate action by contacting the Personnel Department.

