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## Hate/Bias

[Immediate Assistance \(hate-bias.html\)](#)

[Definitions & UNM Policy \(hate-bias-definition.html\)](#)

[Reporting Procedures \(hate-bias-reporting.html\)](#)

### What is a Hate Crime?

A Hate Crime is a crime committed in whole or in part because of the victim's actual or perceived race, gender, sexual orientation, nationality, ethnicity, disability, age, or religion.

Under New Mexico state law, hate crimes are "motivated by hate," meaning the commission of a crime with the intent to commit the crime because of the actual or perceived race, religion, color, national origin, ancestry, age, handicapped status, gender, sexual orientation or gender identity of the victim, whether or not the offender's belief or perception is correct. NMSA 1978, Section 31- 18B-1).

### What is a Hate/Bias incident?

A hate/bias incident is an act of conduct, speech or expression to which a bias motive is evident as a contributing factor (regardless of whether the act is criminal). A hate crime is an incident that has risen to the level of a crime. All hate crimes are bias incidents but not all bias incidents are hate crimes.

# UNM Policies & Sanctions:

The University of New Mexico's

Equal Education (<http://pathfinder.unm.edu/campus-policies/equal-education-policy.html>)

policy and

Equal Opportunity, Non-Discrimination, and Affirmative Action  
(<http://policy.unm.edu/university-policies/2000/2720.html>)

policy, which apply to the main campus and all branch campuses and educational centers, forbid unlawful discrimination and/or harassment on the basis of race, color, religion, national origin, physical or mental disability, age, sex, sexual orientation or gender identity, ancestry, spousal affiliation, medical condition, or veteran status.

The University of New Mexico is committed to providing equal access to educational and employment opportunities for all individuals. The university considers the following protected statuses

- Age
- Ancestry
- Color
- Ethnicity
- Gender identity
- Gender/sex
- Genetic information
- Medical condition
- National origin
- Physical or mental disability
- Pregnancy
- Race
- Religion
- Sexual preference
- Spousal affiliation
- Veteran status

UNM Policies and Procedures

- Discrimination Claims Procedure ([http://oeo.unm.edu/forms/pdf/-new\\_claims.pdf](http://oeo.unm.edu/forms/pdf/-new_claims.pdf)) (for UNM administrative investigations conducted through the Office of Equal Opportunity)
- Sexual Harassment Policy (<https://policy.unm.edu/university-policies/2000/2730.html>) (that includes information on sexual violence being a severe form of sexual harassment)
- Sexual Violence and Sexual Misconduct Policy (<https://policy.unm.edu/university-policies/2000/2740.html>)

- Equal Education (<http://pathfinder.unm.edu/campus-policies/equal-education-policy.html>)
- Equal Opportunity, Non-Discrimination, and Affirmative Action (<http://policy.unm.edu/university-policies/2000/2720.html>)

Relevant Excerpt from Student Grievance Procedure (<http://pathfinder.unm.edu/student-grievance-procedure.html>)

- Student Grievance Procedure - Article 4. Disciplinary Process
- Student Code of Conduct - Article 4. Sanctions
- Visitor Code of Conduct - Article 4. Sanctions

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Under Title IX, sexual violence is a severe form of sexual harassment. Sexual violence is unacceptable and will not be tolerated at the University of New Mexico. Sexual violence may be committed by a stranger, an acquaintance or someone with whom the victim is involved in an intimate or sexual relationship. Victims of sexual violence are encouraged to report what happened to law enforcement and seek assistance from any of the resources, on and off campus, listed in this publication.

**If you'd like more information about Title IX, please get in touch with UNM's Title IX team at [titleix@unm.edu](mailto:titleix@unm.edu).**

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## Office Hours

8:00 am to 5:00 pm Monday through Friday

*CLOSED DURING UNM HOLIDAYS AND SNOW DAYS*

## Physical Address

University Advisement and Enrichment Center  
Room 262  
Albuquerque, NM 87131

Phone: [\(505\) 277-2911](tel:(505)277-2911)

Fax: [\(505\) 277-1580](tel:(505)277-1580)

Email: [loborespect@unm.edu](mailto:loborespect@unm.edu) (<mailto:loborespect@unm.edu>)

## Mailing Address

LoboRESPECT Advocacy Center

MSC 06 3600

1 University of New Mexico

Albuquerque, NM 87131

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more at [social.unm.edu](https://social.unm.edu) (<https://social.unm.edu>)

Accessibility (<https://www.unm.edu/accessibility.html>) Legal (<https://www.unm.edu/legal.html>)

Contact UNM (<https://www.unm.edu/contactunm.html>)

Consumer Information (<https://www.unm.edu/consumer-information/>)

New Mexico Higher Education Dashboard ([https://hed.state.nm.us/resources-for-schools/public\\_schools/tableau-charts-and-tables](https://hed.state.nm.us/resources-for-schools/public_schools/tableau-charts-and-tables))