

## **COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES**

New Mexico Junior College fully complies with all applicable requirements of the Office of Federal Contract Compliance Programs (OFCCP) sex discrimination guidelines.

### **I. Recruitment and Advertisement**

- A. The College recruits employees of both sexes for all jobs.
- B. Employment advertisements do not express a gender preference.

### **II. Job Policies and Practices**

- A. NMJC's EEO policy expressly indicates that the College does not discriminate against employees or employment applicants based on sex.
- B. The College makes no distinction based upon sex in employment opportunities, wages, hours, benefits or other conditions of employment.
- C. Disabilities caused or contributed to by pregnancy, childbirth or related medical conditions are treated the same for job-related purposes as disabilities caused or contributed to by other medical conditions under the College's health insurance (disability insurance) and sick leave plans.

### **III. Wages**

- A. The College's salary plan shall not be related to or based on the sex of employees.
- B. The College shall not restrict employees of one sex to certain job classifications. New Mexico Junior College shall make jobs available to qualified employees without regard to sex.

### **IV. Affirmative Action**

- A. NMJC shall take affirmative action to recruit women and/or minorities to apply for all jobs.
- B. NMJC shall not make distributions based on sex in any College-sponsored training programs. New Mexico Junior College takes affirmative action to ensure that both sexes have equal access to all training programs.