

Online inquiry form available to file discrimination charges

Written by Staff Reports
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ALBUQUERQUE — The New Mexico Department of Workforce Solutions Human Rights Bureau has launched a new online initial inquiry form for individuals who have complaints of discrimination and/or harassment in employment, housing, credit, and or public accommodations.

The inquiry form located on the NMDWS website (dws.state.nm.us/Filing-a-Charge-of-Discrimination) is the first step an individual must take if they feel they have been discriminated against based on a protected class.

Federal and state anti-discrimination laws prohibit discrimination based on certain protected classes, including race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity, age (if 40 or over), pregnancy or childbirth, and physical and mental disability, serious medical condition, and spousal affiliation.

Complaints must be filed with HRB within 300 days of the last act of discrimination or harassment. Information needed to complete an initial inquiry form includes:

Contact information (name, mailing address, phone, email, etc.)

Organization's information (involved in the alleged illegal action(s))

Information on the alleged violation(s) including dates, names of individuals (only if the individual filing wishes to include), and any additional allegation details of what happened.

After the inquiry form is received by HRB, a call will be scheduled with an investigator to assist with filing a formal charge of discrimination. If an individual is represented by an attorney, an inquiry form is not needed. The attorney must file a formal Charge of Discrimination on the individual's behalf.

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For any questions or to submit an inquiry form over the phone, individuals can contact the Human Rights Bureau at (505) 827-6838 or toll-free in New Mexico at (800) 566-9471. Questions may also be sent via email to Human.RightsInfo@state.nm.us.