

**NON-DISCRIMINATION POLICY
NEW MEXICO SCHOOL FOR THE ARTS**

The New Mexico School for the Arts (the "School"), a state public charter high school, was created for the purpose of educating high school students from all over New Mexico who demonstrate exceptional promise, aptitude and passion for the arts. The School is committed to providing an environment which is free of discrimination and in which all individuals are treated with respect and dignity. The School will not tolerate discrimination, discriminatory harassment, or retaliation against anyone for complaining about discrimination or discriminatory harassment. This Non-Discrimination Policy ("Policy") applies to all members of the community, including students, employees, trustees, volunteers, visitors and independent contractors and their employees and to interactions with others who visit or work at or with the School.

1. Non-Discrimination Policy. The School admits students of any race, color, national or ethnic origin, gender, sexual orientation, culture, and religion to all of its rights, privileges, programs, and activities generally accorded or made available to students of the School. The School does not discriminate on the basis of race, color, national or ethnic origin, gender, sexual orientation, culture or religion, age or disability in employment practices, in the administration of their educational policies, admissions policies, financial assistance and scholarship programs, and other art and school-administrative programs. The School will operate all classes, programs, activities, financial aid and scholarship programs in a racially nondiscriminatory manner. The School does not discriminate on the basis of race, color, national or ethnic origin, gender, sexual orientation, culture, or religion, age or disability against applicants, students, employees, trustees, volunteers, visitors and independent contractors and their employees.

2. Admissions Policy. The admissions criteria will be designed in compliance with this Non-discrimination Policy to admit students who demonstrate exceptional promise, aptitude, and passion for arts. The admissions process will be conducted in a manner that provides equal opportunity for admission to each prospective student. Students will be admitted to the greatest extent possible and without jeopardizing admissions standards in equal numbers from each of the state's congressional districts.

3. Statement of Policy. Brochures and catalogs dealing with student admissions, programs, and financial aid at the School will include a statement of the Non-Discrimination Policy substantially similar to the following:

Notice of Nondiscriminatory Policy as to Students

The New Mexico School for the Arts, admits students of any race, color, national and ethnic origin, gender, sexual orientation sexual preference, culture and religion or with any disability to all of the rights, privileges, programs and activities generally accorded or made available to its students. The New Mexico School for the Arts does not discriminate on the basis of race, color, national or ethnic origin, gender, sexual orientation, sexual preference, culture, disability and religion in administration of its educational policies, admissions policies, financial aid programs and arts and other programs.

All other written and electronic advertising used by School as a means of informing prospective students of its programs shall include a reference to its nondiscriminatory policy in a form that is substantially similar to the following:

The New Mexico School for the Arts admits students of any race, color, national or ethnic origin, gender, sexual orientation, sexual preference, culture, disability and religion.

4. Publicity. The School will make its non-discrimination policy known to all segments of the general community that it serves. The promotional activities and recruiting efforts of the School that are conducted in each geographic area of the State of New Mexico shall be reasonably designed to inform students of all racial segments in the general communities with the area of the availability of the New Mexico School for the Arts. The School will use one of the two methods described below to publicize its non-discrimination policy.

(A) Newspaper. Notice of its non-discrimination policy may be published in those newspapers of general circulation in New Mexico that are reasonably likely to be read by all racial segments of communities it serves within New Mexico. The notice must appear in a section of the newspaper likely to be read by prospective students and their families and it must occupy at least three column inches. It must be captioned in at least 12 point bold face type as a notice of nondiscriminatory policy as to students, and its text must be printed in at least 8 point type. The notice must be in substantially the same form as that set forth above in paragraph 3. The publication must be repeated at least once annually during the period when students are being solicited by the New Mexico School for the Arts or in the absence of a period of solicitation during the registration period for the New Mexico School for the Arts.

(B) Media. Notice of its non-discrimination policy may be made by using broadcast media if the broadcast is designed to be reasonably effective in and makes the non-discrimination policy known to all segments of the general community served by the New Mexico School for the Arts. Appropriate documentation of each broadcast shall be retained in the records of the School, which would include copies of the tapes or script use and records showing that there were an adequate number of announcements made during hours when the announcements were likely to be communicated to all segments of the general community, that they were of sufficient duration to convey the message clearly and that they were broadcast on radio or television stations likely to be listened to by substantial numbers of members of all racial segments of the general community. Announcements must be made during periods when the New Mexico School for the Arts is soliciting students or in the absence of a solicitation program during the registration period of the New Mexico School for the Arts.

5. Public Disavowal. The New Mexico School for the Arts will publicly disavow or repudiate any statement which is purported to have been made on its behalf that is contrary to its publicity of its racial non-discrimination policy as to its students to the extent that the Head of School becomes aware that any such statement has been made.

Non-discrimination Policy
Adopted: _____
Amended: May 6, 2010

