



## **Frequently Asked Questions**

Revisions to UAP 2720 and UAP 3210

*Updated April 11, 2025*

1. Why is UNM modifying its affirmative action policies?
  - a. On January 21, 2025, President Trump issued Executive Order 14173: Ending Illegal Discrimination and Restoring Merit-Based Opportunity, which formally revoked Executive Order 11246, the foundational executive order from 1965 that introduced affirmative action obligations for federal contractors. This revocation of EO 11246 (1965), coupled with explicit guidance from the Office of Federal Contractor Compliance Programs (OFCCP), creates a specific and actionable requirement that UNM adjust aspects of our employment policies that originate from EO 11246 (1965).
2. Why is the all-campus review and comment period shorter than the typical 30 days?
  - a. In revoking EO 11246, EO 14173 states that “for 90 days from the date of this order, Federal contractors may continue to comply with the regulatory scheme in effect on January 20, 2025,” or April 21, 2025. As a result, the proposed policy changes have been posted consistent with UAP 1100, section 3, which states that “comment periods may be shorter or longer if there is a compelling legal, administrative, or business need”.
3. UAP 2720 referenced both affirmative action and equal opportunity. Is UNM making changes to its equal opportunity policies or procedures?
  - a. Equal Opportunity provisions are unchanged in UNM policy 2720, and must still be considered in recruitment, hiring, promotion, and benefits. Additionally, every provision of anti-discrimination law related to protected statuses including race, sex, gender, gender identity, sexual orientation, religion, age, veteran status, disability, national origin, ancestry, etc. enshrined by Title VII of the Civil Rights Act and the New Mexico Human Rights Act, still exist in UAP 2720. As a result, UNM is still obligated to ensure compliance with applicable anti-discrimination laws as they relate to hiring, promotions, opportunities, benefits, and pay.
4. Does this change UNM’s efforts to recruit broad and representative applicant pools?

- a. The University remains committed to achieving an excellent workforce that reflects the rich and varied cultures of the peoples of New Mexico and beyond. UNM continues to prioritize the recruitment of the best qualified candidates, matching the qualifications of the candidates to the needs and expectations of the hiring units, and ensuring fair, equitable, and unbiased treatment of all candidates in the recruitment and hiring process, in keeping with the University's commitment and obligation to equal employment opportunity and anti-discrimination principles.
- 5. Does this change impact UNM's efforts to proactively recruit veterans or individuals with disabilities?
  - a. No – UNM's obligations under the Vietnam Era Veterans Readjustment Assistance Act (for veterans) and Section 503 of the Rehabilitation Act (for individuals with disabilities) remain intact, and UNM continues its commitment to affirmative action principles and practices (such as the Veterans Preference Program) for these individuals.
- 6. Why was the CEEO "Discrimination Grievance Procedure" changed to "CEEO Grievance Procedure" in UAP 2720, Section 10?
  - a. The grievance procedure is the document that sets forth the process for informally and formally addressing claims of discrimination and other related misconduct. For example, the grievance process is used to address claims of discrimination but is also used to address claims of stalking and domestic violence between a parent and child - conduct not considered discrimination.
- 7. In UAP 2720, Section 8.1, why was the term "significantly" changed to "substantially"?
  - a. "Significantly" was changed to "substantially" because substantial is the term used in the Americans with Disabilities Act, which is the law that informs reasonable accommodation.