

**Bernalillo County Metropolitan Court  
Notice of Non-Discrimination under the ADA  
and Federal Civil Rights Laws**

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**Notice is hereby given to the public that in accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”) and under other Federal Civil Rights Laws, the Bernalillo County Metropolitan Court (“Court”) will not unlawfully discriminate against individuals on the basis of age, race, religion, color, sex, pregnancy, childbirth, or condition related to pregnancy or childbirth, parental status, national origin, ancestry, genetic information (including family medical history), physical or mental handicap, disability, serious medical condition, veteran’s status, sexual orientation, gender identity, spousal affiliation, socioeconomic status, or political affiliation in its employment, services, programs, or activities.**

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***Compliance with the Law:*** The Court will ensure that it complies with the following statutes and regulations: Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color or national origin in the delivery of services (42 U.S.C. § 2000d), and the Department of Justice (“DOJ”) implementing regulations at 28 C.F.R. Part 42, Subpart C; The Omnibus Crime Control and Safe Streets Act of 1968, which prohibits discrimination on the basis of race, color, national origin, religion, or sex in the delivery of services and employment practices (42 U.S.C. § 3789d(c)(1)), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart D; Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability in the delivery of services and employment practices (29 U.S.C. § 794), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart G; Title II of the Americans with Disabilities Act of 1990, which prohibits discrimination on the basis of disability in the delivery of services and employment practices (42 U.S.C. § 12132), and the DOJ implementing regulations at 28 C.F.R. Part 35; Title IX of the Education Amendments of 1972, which prohibit discrimination on the basis of sex in educational programs (20 U.S.C. § 1681), and the DOJ implementing regulations at 28 C.F.R. Part 54; the Age Discrimination Act of 1975, which prohibits discrimination on the basis of age in the delivery of services (42 U.S.C. § 6102), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart I; and the DOJ regulations on the Equal Treatment for Faith-Based Organizations, which prohibit discrimination on the basis of religion in the delivery of services and prohibit organizations from using DOJ funding on inherently religious activities (28 C.F.R. Part 38).

***Unlawful Retaliation:*** The above laws prohibit agencies from retaliating against an individual for taking action or participating in action to secure rights protected by these laws.

***Employment:*** The Court does not unlawfully discriminate against qualified individuals on the basis of any of the protected categories listed above in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA and Title VII of the Civil Rights Act of 1964, as well as other applicable Federal Civil Rights laws.

***Services, Programs, or Activities:*** The Court does not unlawfully discriminate on the basis of any of the protected categories listed above in its services, programs, or activities as prohibited by applicable Federal Civil Rights laws.

***Effective Communication:*** The Court will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Court’s programs, services, and activities, including qualified sign language interpreters, Communications Access Real-time Translation (“CART”) assisted listening devices, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments. The Court is also committed to providing language access to individuals with a limited English proficiency as required by applicable federal and state laws, including Title VI of the Civil Rights Act. The Court’s Language Access Plan is available in English and Spanish on its website at [www.metro.nmcourts.gov](http://www.metro.nmcourts.gov)

***Request for Accommodation:*** Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the Court should contact the ADA Coordinator at (505) 841-8181 as soon as possible but no later than 48 hours before the scheduled event. The Court will make all reasonable accommodations and all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. However, the ADA does not require the Court to take any action that would fundamentally alter the nature of its programs or services, or impose on it an undue financial or administrative burden.

***Complaints:*** Complaints that a program, service, or activity of the Court is not accessible to persons with disabilities, to persons with a limited English proficiency, or to persons on the basis of any of the protected categories listed above should be directed to the ADA/Civil Rights Compliance Coordinator at (505) 841-8181 or at 401 Lomas Albuquerque, NM 87102.

***No Surcharge:*** The Court will not place a surcharge on a particular individual with a disability or on any group of individuals with disabilities to cover the cost of providing auxiliary aids or services or reasonable modifications of any policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs. Similarly, the Court will not place a surcharge on a person with a limited English proficiency who is eligible to receive language interpretation services in accordance with the Court's Language Access Plan.

***Training and Method of Notice to the Public and Employees:*** The Court provides training on unlawful discrimination for all incoming employees and periodic training for all existing employees. Copies of this Notice of Non-Discrimination under the ADA and Federal Civil Rights Laws, as well as the corresponding Notice of Grievance Procedures under the ADA and Federal Civil Rights Laws are provided to all Judges and employees of the Court and are posted on the Court's External and Internal Websites, and in the Court's First Floor Lobby.

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*Copies of this Notice may be downloaded by any individual from the Court's publically accessible website. Copies of this Notice may be made available in other formats upon request to either the Court's ADA Coordinator or the Court's Records Custodian.*