

The Albuquerque City Council adopted the Human Rights Ordinance in 1973. The Declaration of Policy of the Ordinance states:

Pursuant to Article VIII of The Albuquerque City Charter, in order to assure the public safety, public health and general welfare, to:

- (A) **Preserve**, protect, and promote human rights and human dignity;
- (B) **Promote** and encourage the recognition and exercise of human responsibility;
- (C) **Protect** and promote equality of access to public goods and services; and
- (D) **Prohibit** discrimination on the basis of race, color, religion, sex, national origin or ancestry, age or physical handicap, including, but not limited to the following area:
 - (1) in places of public accommodations;
 - (2) In housing accommodations; and
 - (3) In commercial space.

(ALBUQUERQUE, N.M., CODE OF ORDINANCES ch. 11, art. 3, §2 (1973).)

The Office of Civil Rights investigates and advises on discrimination complaints and is dedicated to the protection and promotion of human rights and human dignity and equal access and opportunities for all citizens.

If you believe you have been discriminated against, call us or stop by:

THE OFFICE OF CIVIL RIGHTS
One Civic Plaza, Ste. 201
Albuquerque NM 87102
www.cabq.gov/office-of-equity-inclusion

Office: 505-768-4595

Email: oei@cabq.gov

City of Albuquerque

Human Rights Ordinance



What types of issues does the City of Albuquerque Human Rights Ordinance address?

The City of Albuquerque Office of Civil Rights enforces the Human Rights Ordinance by investigating alleged discrimination in:

Employment

- Hiring/Firing/Layoffs
- Advertising
- Wages
- Promotion/Assignments
- Hostile work environment
- Discipline
- Retaliation

Public Accommodations

- Access to goods and services
- Access to facilities
- Hotels
- Restaurants and shops
- Recreational facilities
- Theaters
- Café

Housing

- Sales/Rentals of houses, apartments, condos, lots, etc.
- Advertising
- Disability accommodations or modifications
- Harassment, interference, intimidation

Where does the Human Rights Ordinance apply?

The Office of Civil Rights has jurisdiction within the city limits of Albuquerque.

How do I know if I am being discriminated against?

You may have been discriminated against, if:

- You are treated differently from others in a similar situation because of your race, color, age*, religion, sex, national origin or ancestry, disability, gender identity, spousal affiliation, sexual orientation; *and*
- You are harmed by the treatment

*Not applicable in housing or public accommodations.

How to file a complaint or obtain additional information

You may submit a written complaint form with our office up to 90 days after the alleged act was committed.

The complaint form can be found at <https://www.cabq.gov/office-of-equity-inclusion/filing-a-discrimination-complaint>. You may also come into our office or call and we will assist you with the written complaint.

Please be sure to include:

- Your name, address, and telephone number where you can be reached.
- The name of the agency, company, or person you believe discriminated against you.
- How, why, and when you believe you were discriminated against. Include as much specific, detailed information as possible about the alleged acts of discrimination and any other helpful information.
- The names of persons, if known, who may be contacted regarding your allegations.