



New Mexico Legal Aid, Inc.

www.newmexicolegalaid.org

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This information packet DOES NOT establish an attorney-client relationship and DOES NOT indicate that New Mexico Legal Aid is representing you.

You recently spoke with staff at New Mexico Legal Aid about employment termination or discrimination issues. These types of employment issues are outside of the case priority type that is set by the New Mexico Legal Aid Board of Directors for staff to work on.

We are enclosing a list of employment attorneys who practice in the area of employment law in New Mexico. You could try contacting one of these attorneys for a consultation.

Both the State of New Mexico and the federal Equal Employment Opportunity Commission (EEOC) have services for individuals to report discrimination claims.

In New Mexico: If you believe you have an employment discrimination claim based upon a disability, you should contact the State of New Mexico Human Rights Bureau. We have included a one-page description of their "Human Rights Bureau Discrimination Inquiry Form Guidance". Their website with more information is: <https://www.dws.state.nm.us/en-us/Human-Rights-Information>.¹ The deadline to file a complaint is 300 days from the last occurrence of discrimination or harassment. You can find their complaint form online.

The EEOC also provides information about different types of discrimination at <https://www.eeoc.gov/discrimination-type>.

There may be a free legal clinic or legal fair in your area where volunteer attorneys attend to answer legal questions. For information about legal clinics near you, go to our website at:

- www.newmexicolegalaid.org²
- Click on [Legal Clinics & Workshops](#)
- Choose your county or city

You may also be able to get some of your questions answered online by a volunteer attorney through the American Bar Association's Free Legal Answers website - <http://nm.freelegalanswers.org> ³

And you might be able to get a 30 minute consultation for \$35.00 with a private attorney in New Mexico by calling the [NM State Bar General Referral Program](#) ⁴ at 800-876-6227.

New Mexico Legal Aid Intake/Helpline Unit

www.newmexicolegalaid.org

You will find the following enclosed or attached:

1. List of Attorneys serving clients in New Mexico in Employment-related claims;
2. Human Rights Bureau Discrimination Inquiry Form Guidance
3. Notice to Applicants Who Were Denied Legal Services. (This notice sets forth the procedure you may follow if you disagree with our decisions or our handling of your case, or if you have any other complaints about your experience with our program.).

URLs for links referenced above:

[1] <https://www.dws.state.nm.us/en-us/Human-Rights-Information>

[2] <https://www.newmexicolegalaid.org/>

[3] <https://nm.freelegalanswers.org/>

[4] https://www.nmbar.org/Nmstatebar/For_Public/Lawyer_Referral.aspx

Attorneys serving clients in New Mexico in Employment-related claims

(Wage claims, Discrimination/Harassment, Workers Comp)

NMLA does not endorse or recommend attorneys. NMLA has confirmed that the following attorneys and law firms provide representation in employment-related claims. Note that some of these attorneys practice throughout New Mexico, and not only where their office is located. This list is provided for information purposes only. You may also want to call the **State Bar General Referral Program**: 505-797-6066 or 800-876-6227.

For most employment-related claims, attorneys do not charge fees. However, they may charge an initial consultation fee.

Law Office	Areas of Practice
Christopher Benoit Law Office of Lynn Coyle 2515 North Stanton St. El Paso, Texas 79902 *also practices in New Mexico (including northern NM) Tel (915) 532-5544 www.coylefirm.com	Wage claims Employment Discrimination/Harassment Civil Rights Other Labor law issues
Joleen Youngers and Steven Almanzar Almanzar & Youngers Las Cruces and Santa Fe, NM Tel: 575-636-2057 Can also contact them on the website: https://www.lascruceslawoffice.com/Contact.shtml	Employment Civil Rights Personal Injury
Brandt Milstein Millstein Law Office 1123 Spruce St Boulder, CO 80302 *also practices in NM Tel (303) 440-8780 www.milsteinlawoffice.com	Wage claims Civil Rights
James A. Montalbano Youtz & Valdez, P.C. <u>900 Gold Avenue S.W.</u> <u>Albuquerque, NM 87102</u> Tel (505) 244-1200 www.youtzvaldez.com	Employment Discrimination/Harassment Union/arbitrations/negotiations/etc. Wage claims

<p>Robert L Scott Bogardus & Scott, Attorney at Law 2632 Mesilla St NE Albuquerque, NM 87110 Tel: (505) 292-8836 www.kbrslaw.com</p>	<p>Workers Compensation Wage claims Employment Discrimination/Harassment Personal Injury</p>
<p>George Weeth Academy Compensation Clinic P.O. Box 91478 Albuquerque, NM 87199 Tel (505) 828-1122</p>	<p>Workers Compensation</p>
<p>Derek Weems or Veronica Dorato Dorato and Weems LLC 118 Wellesley Dr SE, Albuquerque, NM 87106 Tel (505) 314-8880 www.doratoweems.com</p>	<p>Workers Compensation Personal Injury</p>
<p>Trenchard & Hoskins Tel: El Paso, Texas (915) 533-3827 Roswell, New Mexico (575) 622-7774 Toll Free at: 1-800-622-5188 www.trenchardandhoskins.com</p>	<p>Workers Compensation Personal Injury</p>
<p>Robert Riojas Riojas Law Firm, P.C. 2035 Grant Ave El Paso TX 79930 *also practices in New Mexico Tel (915) 301-7819 www.riojaslawfirm.net</p>	<p>Workers Compensation Personal Injury</p>

List updated October 2019



**LABOR RELATIONS DIVISION
HUMAN RIGHTS BUREAU**

WWW.DWS.STATE.NM.US

1596 Pacheco Street, Suite 103
Santa Fe, NM 87505
Phone: 505-827-6838 Toll Free: 800-566-9471 Fax: 505-827-6878
Email: Jacqueline.Gonzales@state.nm.us

HUMAN RIGHTS BUREAU DISCRIMINATION INQUIRY FORM GUIDANCE

Our Process

By completing the attached inquiry form and submitting it to the New Mexico Human Rights Bureau, potential complaining parties begin the intake process. Upon receipt, the Bureau will assign your inquiry to a Civil Rights Investigator. The Investigator will review your inquiry and then contact you to obtain additional details and discuss how we may proceed with a potential complaint. **It's very important to for you to complete all applicable fields of this form, because it will help us determine if and how we might take a complaint.**

Complaints must be filed with the Bureau within 300 days of the last act of discrimination or harassment. **Inquiries to the Bureau, such as submitting the attached form, are not considered a formal complaint.**

Information obtained from individuals who contact the Bureau is confidential and will not be revealed to the alleged Respondent until the individual files a charge of discrimination.

All of the laws that we enforce make it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in a discrimination investigation or lawsuit.

Laws

The Bureau enforces the provisions of the Human Rights Act of 1969 (and subsequent amendments), which prohibits discrimination and retaliation in the areas of employment, housing, credit, and public accommodations. Under a work-sharing agreement with the U.S. Equal Employment Opportunity Commission, the Bureau also enforces provisions of federal workplace discrimination laws.

Title VII of the Civil Rights Act of 1964

This law makes it illegal to discriminate against someone in the workplace based on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

Age Discrimination in Employment Act of 1967

This law protects people who are 40 years of age or older from discrimination because of age.

Americans with Disabilities Act of 1990

This law makes it illegal to discriminate against a qualified person with a disability, because they have a history of a disability, because they are regarded as having a disability, or because of their relationship with a person with a disability. The law also requires that employers reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business.

New Mexico Human Rights Act of 1969

Similar to the laws described above, this law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, sex (including pregnancy), age (40 or older), ancestry, disability, serious medical condition, sexual orientation, gender identity, or spousal affiliation.

For assistance in filing a complaint, or for any other information on the Human Rights Act, please call (800) 566-9471 (toll-free) or (505) 827-6838, or visit our website at: www.dws.state.nm.us	Para ayuda a completar una queja, o para más información sobre la Ley de Derechos Humanos, por favor llame al 1-800-827-6838, o visite nuestra página por Internet en: www.dws.state.nm.us
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