



PUBLIC NOTICE OF EMPLOYMENT PRACTICES

Doña Ana County, New Mexico, in accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, will not discriminate against qualified individuals with disabilities on the basis of any disability in the County's services, programs, or activities.

Doña Ana County does not discriminate based on disability in its hiring or employment practices. The County will not ask a job applicant about the existence, nature, or severity of a disability. Applicants may be asked about their ability to perform specific job functions.

Medical examinations or inquiries may be made, but **only after a conditional offer of employment is made, and only if, required of all applicants** for the position.

Doña Ana County will make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability **upon request** unless the accommodations would cause an undue hardship on the operation of the County's business. To the extent its selection criteria for employment decisions may have the effect of disqualifying an individual because of disability, those criteria will be job-related and consistent with business necessity.

Any requests for accommodation for any employment process should be made to the Human Resources Department, in writing, or by phone, at least 48 hours prior to the event where that accommodation is needed. Please see the Testing/Interview section of this webpage for additional information.

Human Resources Department
Doña Ana County
845 North Motel Boulevard
Las Cruces, NM 88007

575-647-7210 (voice)

575-647-7285 (TTY)

E-mail: EEO@donaanacounty.org

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