



## NEW MEXICO JUDICIAL BRANCH Third Judicial District Court

### NOTICE OF NON-DISCRIMINATION UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), the Third Judicial District Court (TJDC) will not discriminate against qualified individuals with either physical or mental disabilities in its services, programs, or activities. This notice applies to all Third Judicial District Court facilities, including the Dona Ana County Magistrate Courts in Anthony and Hatch, New Mexico.

**Employment:** The Third Judicial District Court does not discriminate on the basis of disability 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 as well as other applicable Federal Civil Rights Laws. For ADA Accommodations for TJDC employment, contact the Human Resource Division at (575) 528-8310.

**Effective Communication:** The Third Judicial District 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 services, programs, and activities, including qualified sign language interpreters, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

**Request for Accommodation:** The Third Judicial District Court will make all reasonable accommodations and 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 Third Judicial District Court to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden. Anyone who requires an auxiliary aid or service for effective communication or a modification of policies or procedures to participate in a service, program, or activity of the Third Judicial District Court should contact its ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event.

Third Judicial District Court Administration  
201 West Picacho  
Las Cruces, New Mexico 88005  
Phone: (575) 528-8382  
Email: [LCRDJMC@NMCOURTS.GOV](mailto:LCRDJMC@NMCOURTS.GOV)

**Request for Accommodation for a Court Hearing:** Counsel or self-represented litigants may notify the Clerk of the Court of the nature of the disability at least five (5) days before any hearing so appropriate accommodations may be made.

**No Surcharge:** The Third Judicial District Court will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.