



National Institutes of Health  
Washington, D.C.

RE: Harassment and Discrimination Protections in NIH Training Grants

To Whom It May Concern:

I am the Executive Vice President for Health Sciences and CEO, UNM Health System of and for the University of New Mexico. Pursuant to Regents Policies and 3.4 and 3.7, respectively, as adopted by the UNM Board of Regents, I am the designated institutional official in respect of research conducted at the UNM Health Sciences Center. I am also a member of the executive leadership team of the University of New Mexico.

I can state unequivocally that the University of New Mexico, including the UNM Health Sciences Center, is deeply and firmly committed to preventing discriminatory harassment and other discriminatory practices.

To this end, I can state as follows:

- By and through Board of Regents Policies, administrative policies and procedures (including the HSC Code of Ethics), faculty policies and procedures, Office of Equal Opportunity (OEO) procedures, and student code of conduct, the University of New Mexico has established proper policies and procedures to both prevent discriminatory harassment and other discriminatory practices. Additionally, through in-person training of students, and mandatory interactive online training of faculty and staff, on preventing discriminatory harassment and other forms discriminatory actions and how to deal with handling raised concerns.
- The University of New Mexico has established and resourced fully functional offices and operations designed to respond appropriately to allegations of discriminatory practices, including notifications to the Office for Civil Rights.
- The UNM Health Sciences Center has developed and is following institutional procedure for requesting NIH prior approval of a change in the status of the Program Director/Principal Investigator (PD/PI) or other senior/key personnel if administrative or disciplinary action is taken that impacts the ability of the PD/PI or other key personnel to continue his/her role on the NIH award described in the training grant application.

Again, we are committed to preventing discriminatory harassment and other discriminatory practices as well as detecting and mitigating the effects of the same.

Sincerely,

A handwritten signature in black ink, appearing to read 'Doug Ziedonis'.

Douglas Ziedonis MD, MPH  
Executive Vice President (EVP) for UNM Health Sciences &  
Chief Executive Officer (CEO) for the UNM Health System