



ETHICSPPOINT®

Incident Management

Case

CT

- [Home](#)
- [Cases](#)
 - [All Cases](#)
 - [Cases by Tier](#)
 - [Tier - City of Las Cruces, NM Employees](#)
 - [Case 469](#)
 - [General Case Info](#)
 - [Case Details](#)
 - [Follow-ups](#)
 - [Assignments & Access](#)
 - [Participants3](#)
 - [Attachments](#)
 - [Synopsis](#)
 - [Case Notes](#)
 - [History](#)
- [Open New Case](#)
- [Assignments](#)
- [Analytics](#)
- [Admin](#)

Case 469-Discrimination

[Reminders](#) [Request Translation](#) [Join Chat](#) [Print & Download](#) [Delete Case](#)

Opened
09/12/2025

Days Open
2

Last modified
09/15/2025

Intake Method
Hotline Web

Status
In Process

Alert Status
None

Case Details

Reported tier information

Case type:
Allegation

Intake method:
Hotline Web

Location

Organization/Building name:

City of Las Cruces, NM

Location name:

Other

Location/Address:

Other

Country/Territory:

United States

Location Name:

Other

Reporter Information**Reporter anonymous:**

Yes

Case Information**Relationship to the Company or Organization?**

Former Employee

Please identify the person(s) engaged in this behavior:

Elizabeth Seely - Interim Director

T Hadden - Vet.

Michelle Williams - Office Manager

Do you suspect or know that a supervisor or management is involved?

Yes

If yes, then who?

Elizabeth Seely and Dr. T. Hadden. Possibly the HR representative at the ASCMV and Michelle Williams.

Is management aware of this problem?

Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

Questionable Hiring Practices

Where did this incident or violation occur?

Currently on going

Please provide the specific or approximate time this incident occurred:

The notices of acceptance or rejections began in mid August 2025.

How long do you think this problem has been going on?

Don't know

How did you become aware of this violation?

Told to me by a co-worker

If other, how?

I was made aware of this by a current employee at the ASCMV

Case Details:

The City of Las Cruces posted a position opening for Administration Operations Manager at the ASCMV. This position has several requirements in order to qualify for consideration and interview. One of the current employees, Michelle Williams, stated that her application was rejected. This would be correct as she does not meet the requirements for the position. She has approached the upper management at the ASCMV and has been given the opportunity to interview for the position even though she does not meet the requirements. If her application was to be reconsidered then all applications must be reconsidered.

The City of Las Cruces HR Department determined that her application did not qualify her for an interview but the staff at the ASCMV has determined that they can interview her and give her the opportunity for the position when they have not given other applicants the same option. By doing this there is questionable hiring practices going on at the ASCMV and since the City of Las Cruces is the one who posts and processes applications and processes the payroll for the ASCMV this makes the City's compliance with these actions also questionable. If they are going to make an exception for one person then they need to do the same for others that applied.

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