



Case

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Case 487-Employee Relations

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Opened

12/10/2025

Days Open

Less than 24 hours

Last modified

12/10/2025

Intake Method

Hotline Web

Status

In Process

Alert Status

None

Case Details

You are now viewing an original edited version of the case, which was reported on 12/10/2025 at 1:21 PM

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Reported tier information

Case type:

Allegation

Intake method:

Hotline Web

Location

Organization/Building name:

City of Las Cruces, NM (Public)

Branch Number:

1

Location name:

City of Las Cruces Main

Location/Address:

City of Las Cruces Main - 1
700 North Main Street

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

City of Las Cruces Main

Reporter Information**Reporter anonymous:**

Yes

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

Other

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

Chris Favor

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

Yes

If yes, then who?

Director - Chris Favor

Is management aware of this problem?

Yes

What is the general nature of this matter?

The Director promised a person a position of Deputy Director. He manipulated the interview process to ensure the candidate he wanted would get the job. The candidate does not have a college degree and cannot provide proof of degree. He told her not worry HR would not require proof. In addition, one individual who applied has disabilities who could file discrimination if she were aware of the promises made. Chris made his determination when the job was posted. He did not want to hire the male applicant because he misses to much work and is undependable. He did not want to hire the female applicant not selected because he doesn't trust her they have history related to the CVB. I don't know the details of their relationship but he completely dismissed two applicants who should have been given an honest and equal opportunity for employment. This was not done!!! The person selected does not have a degree and the system is being manipulated to hire unqualified candidates. If the person predetermined attains this employee without providing credentials needed for the job I will escalate my complaint.

Where did this incident or violation occur?

City Hall

Please provide the specific or approximate time this incident occurred:

City Hall

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

3 months to a year

How did you become aware of this violation?

I heard it

If other, how?

I worked late and overheard the conversation between Chris and the iInerim Deputy Director

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

The Deputy Director, and Executive Administrative Assistant.

Case Details:

I have tried to report several incidents that have occurred in our section since Chris took over. There are several things to look into like nepotism. Supervisors having inappropriate relationships with staff they supervise. Our department never follows the hiring rules and HR doesn't attend the interviews to see how the scoring is manipulated.

Legacy information

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