2026 NMT Employee "FEMALE ONLY" Campus Climate Survey on Sexual Misconduct & Sex - Based Discrimination

Executive Summary

Division of Student Affairs | Health and Wellbeing Cluster

New Mexico Tech (NMT)

1. Purpose & Cohort Focus

New Mexico Tech (NMT) is dedicated to maintaining a safe, equitable, and respectful working and learning environment. Assessing campus culture from specific demographic subsets provides targeted insights into vulnerable populations and informs tailored pre vention policies, safety protocols, and support resources.

This Executive Summary isolates and analyzes responses specifically from **Female Employees** across NMT and its affiliated research partner centers from the 2026 Campus Climate Survey on Sexual Miscon duct & Sex-Based Discrimination.

2. Demographic Profile (*n*=48)

- **Gender Identity:** 100.0% Female (*n*=48).
- **Employment Status (*n*=48):** Full-time Staff represents the majority (66.8%), followed by Part-time Staff, Tenured/Tenure-Track Faculty, Non-Tenure Track Faculty, and Administration.
- **Primary Work Area (*n*=47):** Academic Campus (70.2%), Research Service Partners (e.g., Bureau of Geology; 20.8%), and Facility-based Research Partners (e.g., EMRTC, MRO; 8.5%).
- **Class Enrollment Status (*n*=48):** 87.5% are not taking classes; 12.5% are enrolled in Community Education, Undergraduate, or Graduate courses.
- **Sexual Orientation (*n*=48):** Straight / Heterosexual (89.6%), Bisexual (6.3%), Something else (4.2%).
- **Race & Ethnicity (*n*=48):** White (83.3%), Asian (12.5%), American Indian / Alaskan Native (4.2%), Black / African American (2.1%); Hispanic or Latino (35.4%).
- **Marital Status (*n*=48):** Married (47.9%), Divorced/Separated (16.7%), Never Married (16.7%), Living with partner (12.5%), Other (6.3%).

3. Key Findings & Female Employee Data Highlights

A. Institutional Trust & Responsiveness (*n*=40)

Female employees evaluated their confidence in how Tech Administration responds to reported instances of sexual misconduct:

- **Taking Reports Seriously:** 62.5% believe administration would "Definitely", "Very Probably", or "Probably" take reports seriously.

- **Supporting the Reporter:** 62.5% expressed positive confidence ("Definitely" to "Probably") in administrative support.
- **Maintaining Privacy:** 60.0% believe the institution would protect reporter privacy.
- **Safety & Protection:** 50.0% felt positive about institutional safety measures, while 32.5% indicated administration would only "Possibly" take necessary safety steps.

B. Physical Safety Perceptions

- **Campus Environment (*n*=40):** Female staff report relatively high feelings of safety on or around campus regarding sexual violence (76.2% Agree/Strongly Agree), dating violence (83.5% Agree/Strongly Agree), sexual harassment (55.0% Agree/Strongly Agree), and stalking (74.0% Agree/Strongly Agree).
- **Local Socorro Community (*n*=39):** Perceived safety in the broader Socorro community was visibly lower, with only 41.1% agreeing they feel safe from sexual harassment, 53.8% from dating violence, 38.5% from sexual violence, and 48.7% from stalking.
- **Campus Culture Comparison (*n*=39):** 70.5% agreed or slightly agreed that NMT appears safer than peer institutions, though 41.0% felt there is little they personally can do about sexual misconduct on campus.

C. Resource Awareness & Consent Literacy

- **Resource Awareness (*n*=39):** Female employees demonstrate high awareness of Title IX protections (89.7%), reporting mechanisms (87.2%), help/support locations (87.2%), and definitions of sexual misconduct (82.1%).
- **Affirmative Consent Clarity (*n*=37):** Female respondents showed absolute, unanimous rejection of consent myths, with over 90% "Strongly Disagreeing" that an invitation to a residence (86.5%), lack of physical resistance (83.8%), prior consent (91.9%), or joint intoxication (86.5%) imply consent for sex.

4. Workplace Misconduct & Intimate Partner Violence Prevalence

Sex-Based & Gender Harassment (12-Month Lookback)

- **Quid Pro Quo & Sexual Coercion: 0.0%** reported unwanted attempts to establish sexual relationships, sexual bribery, or retaliation threats.
- **Uncomfortable Touching: 8.3%** of female employees experienced uncomfortable physical touch at work (4.2% once, 2.1% monthly, 2.1% 2–3 times/month).
- **Gender-Based Harassment (*n*=44):**
  - **Offensive Remarks on Appearance/Body:** Experienced by **15.9%** (13.6% monthly).
  - **Condescending Behavior / Put-Downs:** Experienced by **20.5%** (2.3% weekly, 6.8% 2–3 times/month).
  - **Sexist Stories / Jokes:** Experienced by **25.0%** (4.5% weekly, 6.8% 2–3 times/month).
  - **Insulting / Offensive Gender Terms:** Experienced by **25.0%** (4.5% weekly, 11.4% monthly).

Intersectional & Targeted Harassment Breakdown (*n*=13–44)

- **Intersectional Experience:** 29.5% experienced negative comments, 22.7% experienced offensive jokes, and 11.4% experienced uncomfortable touching.
- **Attribution Drivers (*n*=13):** Among those experiencing misconduct, **76.9% attributed it to Gender**, 23.1% to Race/Ethnicity, 23.1% to Sexual Orientation, 15.4% to Disability, 7.7% to Gender Identity, and 7.7% to Religion.

Direct Experiences & Intimate Partner Violence (IPV)

- **Unwelcome Sexual Advances / Media (*n*=43):** 7.0% experienced unwelcome sexual advances, gestures, or comments; 2.4% experienced unsolicited sexual photos/videos; and 2.3% experienced coercion/threats to spread rumors.
- **Unwanted Sexual Contact (*n*=43): 11.6%** of female employees reported experiencing unwanted sexual contact in the past 12 months (7.0% reported 1 incident; 4.7% reported 2 incidents).
- **Intimate Partner / Relationship Violence (*n*=37):**
  - **Psychological Intimidation: 19.4%** reported having a partner who "can scare me without laying a hand on me".
  - **Threats of Physical Harm: 8.1%** experienced threats of physical harm.
  - **Physical Assault: 5.4%** experienced physical pushing, grabbing, or shaking, and **5.4%** experienced physical hitting.

5. Reporting Behaviors & Prevention Feedback

- **Reporting Channels (*n*=37):** When female employees experienced harassment, stalking, IPV, or assault, they were most likely to disclose to a **close friend** (13.5%), **city/county police** (8.3%), **campus police** (8.3%), or **parent/family member** (8.3%). Only **2.7%** reported to campus health or counseling services.
- **Educational & Training Recommendations (*n*=19):** Female respondents emphasized specific improvements for campus training, calling for:
  - **Interactive & Scenario-Based Learning:** Short skits, role-playing, and real-life scenario training rather than static reading modules.
  - **Supervisor & Administrative Focus:** Specialized training for supervisors on recognizing diversity/discrimination micro-aggressions and re-educating administration.
  - **Consistent Reminders:** Frequent, regular semester updates and clear guidance on identifying signs of discrimination.

6. Executive Conclusions & Action Items

1. **Address Gender-Based Work Environment Micro-Agggressions:** While physical threats at work remain low, a quarter of female employees encounter sexist jokes, condescending behavior, and gender-based insulting terms. Implement department-level civility workshops and supervisor-focused micro-aggression training.
2. **Strengthen Safety & Protection Assurances:** Address the gap where nearly half of female staff feel uncertain about administrative safety protection measures following a report. Clearly publish victim advocacy protocols and anti-retaliation safeguards.
3. **Expand Intimate Partner & Community Safety Resources:** Provide targeted outreach regarding intimate partner violence resources, psychological abuse support, and off-campus Socorro community safety guidance.

Data extracted directly from Qualtrics Stats iQ analysis of female respondent subset (*n*=48), 2026 NMT Employee Campus Climate Survey.