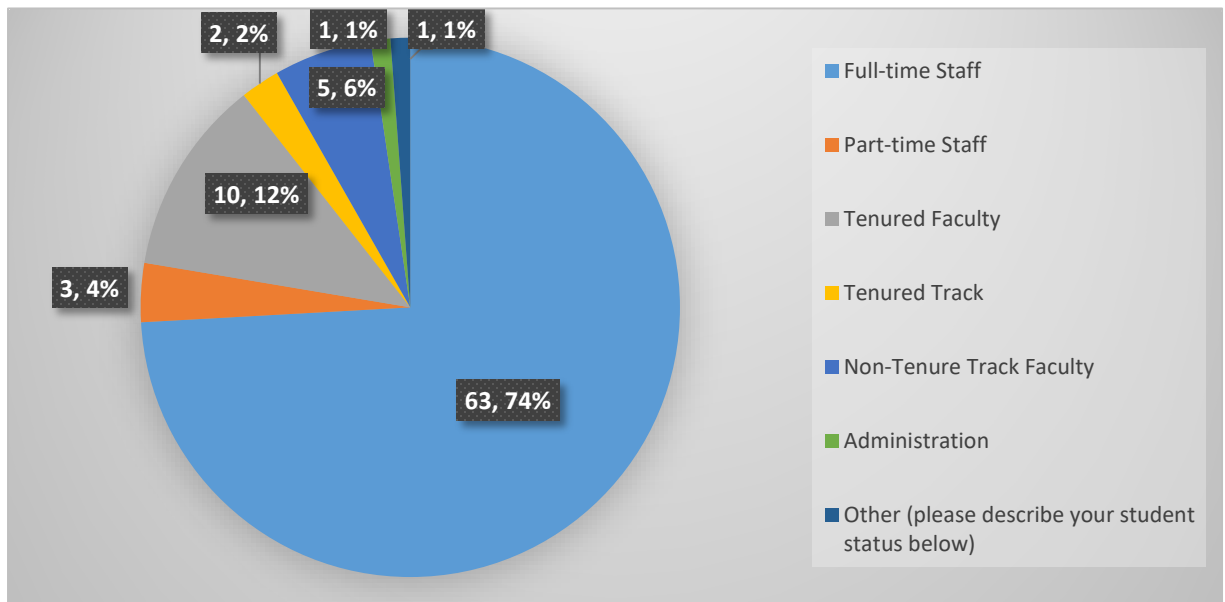


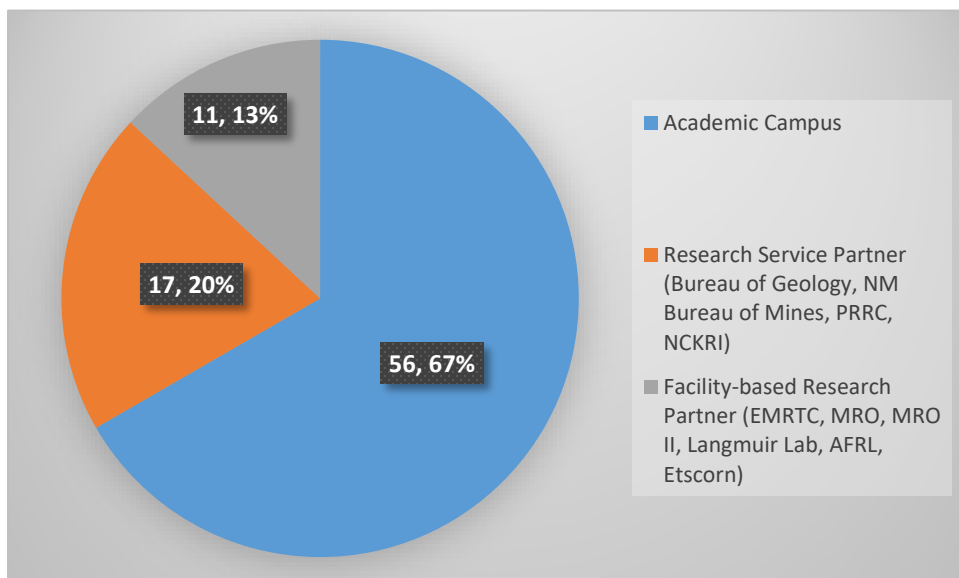
2026 NMT Employee Campus Climate Survey on Sexual Misconduct & Sex-based Discrimination Data & Analysis

A. DEMOGRAPHICS

1. What is your current employment status? - Selected Choice

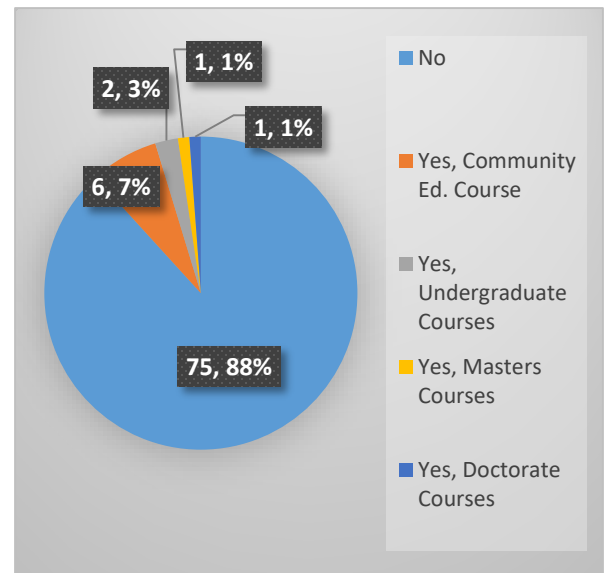


2. What is your primary work area at NMT?



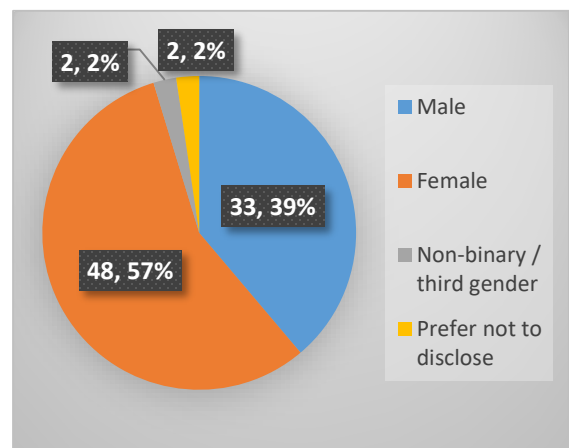
3. Are you currently taking classes at Tech?

	Count	Percent of Data
No	75	88.2%
Yes, Community Ed. Course	6	7.1%
Yes, Undergraduate Courses	2	2.4%
Yes, Masters Courses	1	1.2%
Yes, Doctorate Courses	<u>1</u>	1.2%
	85	



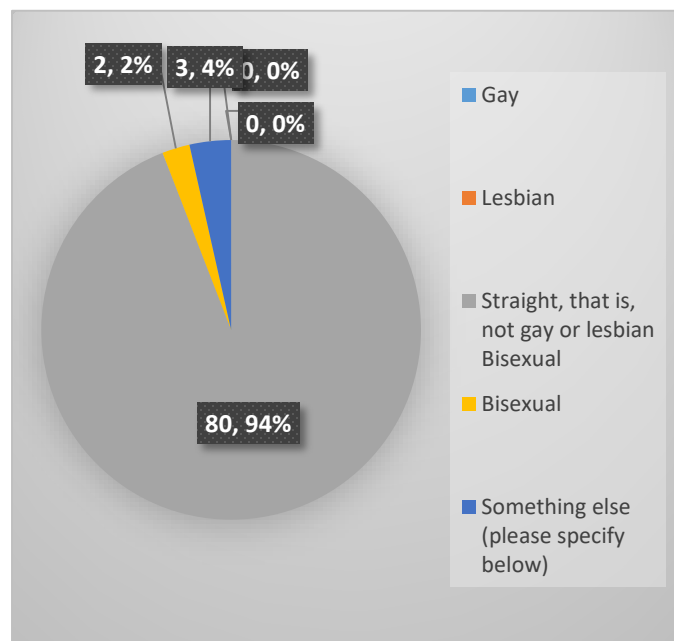
4. How would you best describe your gender identity? - Selected Choice

	Count	Percent of Data
Male	33	38.8%
Female	48	56.5%
Non-binary / third gender	2	2.4%
Prefer not to disclose	<u>2</u>	2.4%
	85	



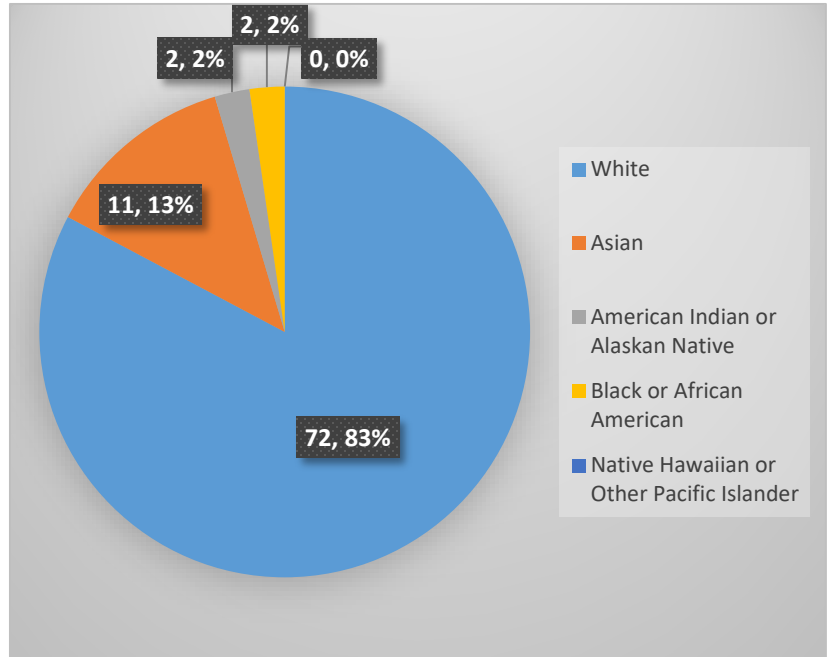
5. Which of the following best represents how you think of yourself? - Selected Choice

	Count	Percent of Data
Gay	0	0.00%
Lesbian	0	0.00%
Straight, that is, not gay or lesbian		
Bisexual	80	94.1%
Bisexual	2	2.4%
Something else (please specify below)	<u>3</u>	3.5%
	85	



6. What is your race (as you define it)? Select one or more.

	Count	Percent
White	72	85.7%
Asian	11	13.1%
American Indian or Alaskan Native	2	2.4%
Black or African American	2	2.4%
Native Hawaiian or Other Pacific Islander	<u>0</u>	0.0%
	87	



7. What is your ethnicity (as you define it)?

	Count	Percent of Data
Hispanic or Latino	30	35.7%
Not Hispanic or Latino	<u>54</u>	64.3%
	84	

8. Married Status ...

	Count	Percent of Data
Never married	12	14.3%
Not married but living with a partner	9	10.7%
Married	47	56.0%
Divorced or separated	13	15.5%
Other	<u>3</u>	3.6%
	84	

B. SEX-BASED HARASSMENT- (Unwanted sexual attention or sexual coercion)

9. In the past 12 months, how often did someone at work:

	Never	Once	Once a Month or less	2-3 Times a Month
Make unwanted attempts to establish a sexual relationship with you, or engage in sexual activities with you, despite your efforts to discourage these attempts or express disinterest?	100.0%	0.0%	0.0%	0.0%
	83	0	0	0
Make you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	100.0%	0.0%	0.0%	0.0%
	82	0	0	0
Make you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)?	100.00%	0.00%	0.00%	0.00%
	82	0	0	0
Touch you in a way that made you feel uncomfortable?	95.10%	2.50%	1.20%	1.20%
	77	2	1	1

C. GENDER HARASSMENT- (Sexist, crude, offensive, or hostile behaviors that are devoid of sexual interest, but aim to insult or offend on the basis of gender stereotypes)

10. In the past 12 months, how often did someone at work:

	Never	Once	Once a Month or less	2-3 Times a Month	Once a Week or More	one or More Times a Day
Repeatedly tell sexist stories or jokes that were offensive to you?	(66) 82.5%	(5) 6.3%	(3) 3.8%	(4) 5%	(2) 2.5%	(0) 0%
Make offensive remarks about your appearance, body, or sexual activities?	(72) 90%	(2) 2.5%	(6) 7.5%	(0) 0%	(0) 0%	(0) 0%
Refer to people of your gender in insulting or offensive terms?	(67) 83.8%	(3) 3.8%	(5) 6.3%	(3) 3.8%	(2) 2.5%	(0) 0%
Put you down or act in a condescending way toward you because of your gender?	(67) 83.3%	(5) 6.3%	(4) 5%	(3) 3.8%	(1) 1.3%	(1) 1%

D. SEXUAL ORIENTATION-BASED & GENDER IDENTITY-BASED HARASSMENT (May include both unwanted sexual attention/sexual coercion or crude, offensive, or hostile behaviors)

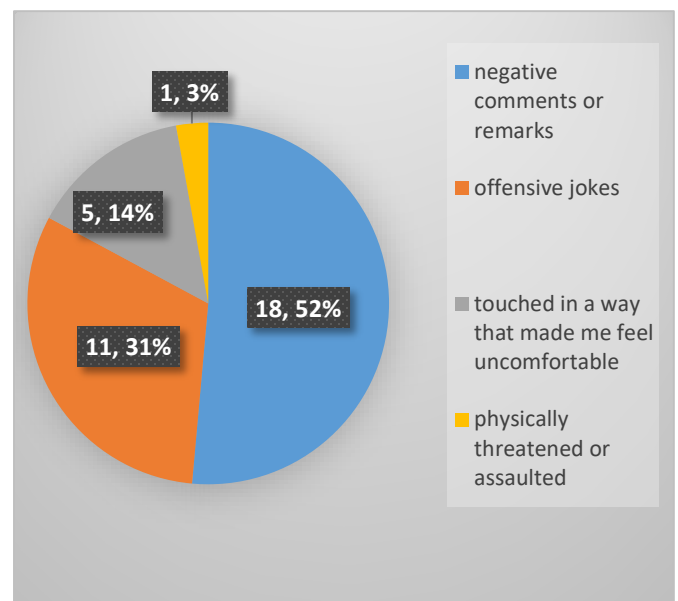
11. In the past 12 months, have you experienced any of the following behaviors? If so, please indicate whether you believe the behavior was based on your **sexual** orientation or **gender** identity.

	Never	Once		Once a Month or Less		2-3 Time per Month		Once a week or More		Total
		Sexual	Gender	Sexual	Gender	Sexual	Gender	Sexual	Gender	Responses
I was subjected to negative, or offensive, comments or remarks.	(76) 100%	(1) 16.7%	(5) 83.3%	(1) 14.3%	(6) 85.7%	(1) 100%	(0) 0.0%	(0) 0.0%	(1) 100%	91
I was subjected to offensive jokes.	(65) 100%	(2) 50%	(2) 50%	(1) 33.3%	(2) 66.7%	(1) 50.0%	(1) 50.0%	(0) 0.0%	(1) 100%	75
I was touched in a way that made me feel uncomfortable.	(66) 100%	(2) 66.7%	(1) 33.3%	(1) 100%	(0) 0.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	(1) 100%	71
I was physically threatened or assaulted.	(71) 100%	(0) 0.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	71

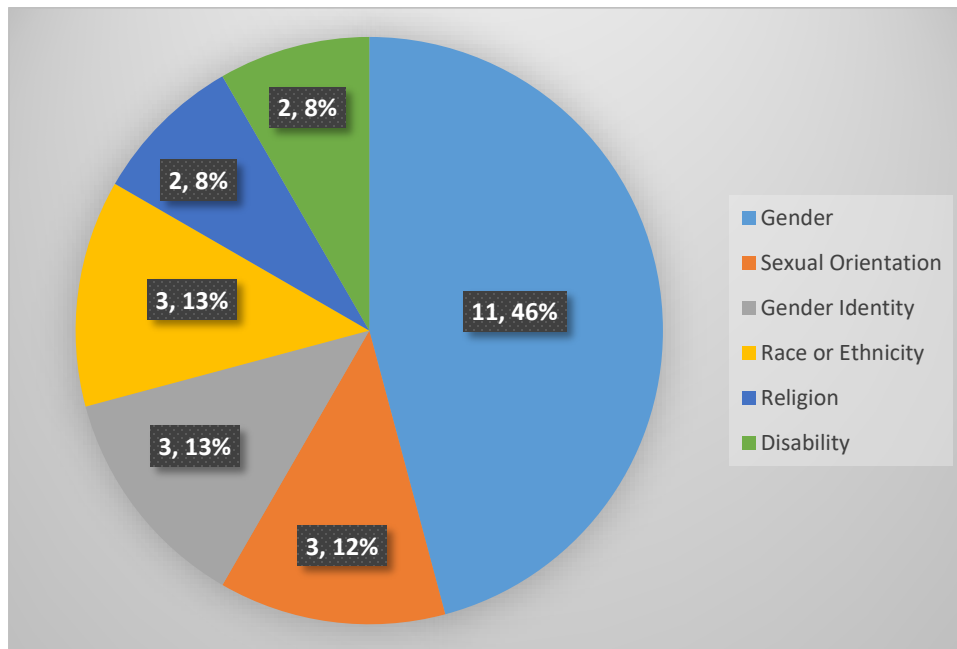
E. INTERSECTIONAL HARASSMENT

12. In the past 12 months, have you been subjected to (n=79):

YES	#	%
negative comments or remarks	18	22.80%
offensive jokes	11	13.90%
touched in a way that made me feel uncomfortable	5	6.30%
physically threatened or assaulted	1	1.30%



13. Since you answered yes on the previous question related to being subjected to inappropriate behavior, indicate whether you believe the behavior was on the basis of your:



F. YOUR EXPERIENCES

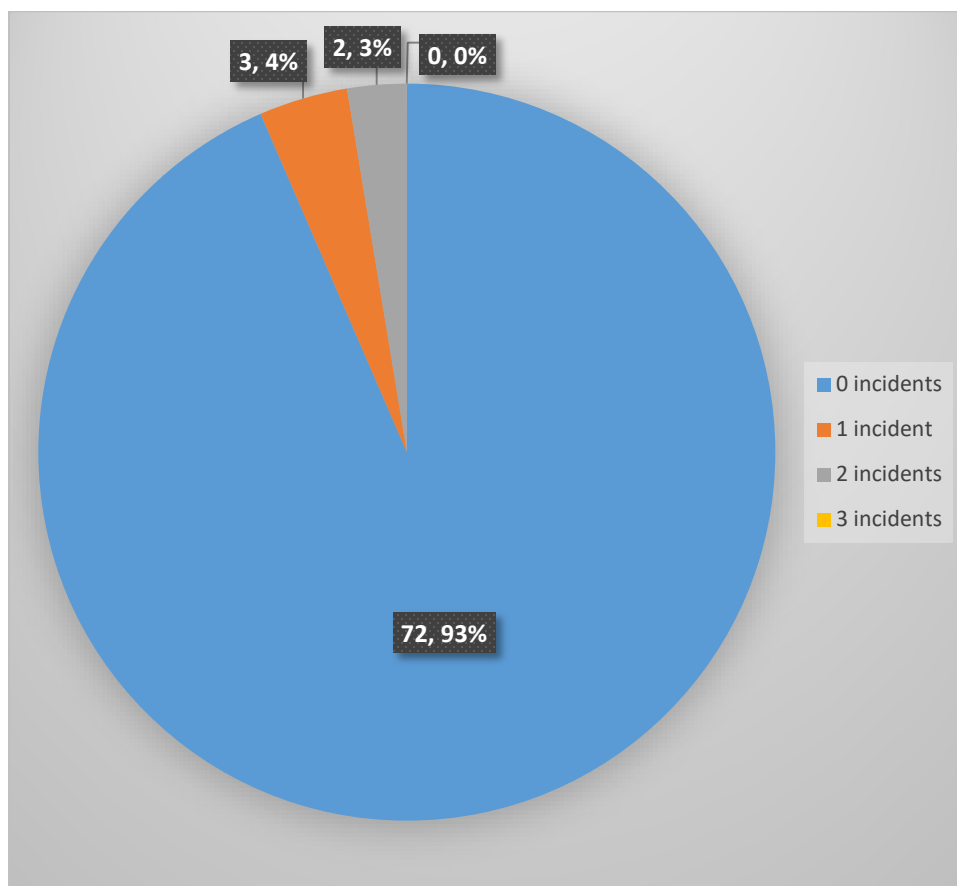
14. In the last 12 months has anyone done the following to you either in person or by phone, text message, email, or social media? Please include things regardless of where they happened (n=77).

YES	#	%
Made sexual advances, gestures, comments, or jokes that were unwelcome to you	10	13.00%
Flashed or exposed themselves to you without your consent	1	1.30%
Showed or sent you sexual pictures, photos, or videos that you didn't want to see	3	1.30%
Showed or sent sexual photos/videos of you or spread sexual rumors about you that you didn't want shared	1	1.30%
Watched or took photos/videos of you when you were nude or having sex, without your consent	0	0.00%

15. In the last 12 months has anyone had sexual contact with you by threatening to tell lies, end your relationship, or spread rumors about you; making promises you knew or discovered were untrue; or continually verbally pressuring you after you said you didn't want to? (n=77)

	#	%
No	76	98.7%
Yes	1	1.3%

16. How many separate incidents of unwanted sexual contact have you experienced in the past 12 months? (n=77)



G. YOUR PERCEPTIONS AND ATTITUDES

17. I believe my peers at work would approve of the behaviors listed below:.

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Having many sexual partners	26.8%	33.8%	16.9%	18.3%	2.8%	1.4%
Telling stories about sexual experiences	45.2%	41.1%	2.7%	11.0%	0.0%	0.0%
Getting someone drunk or high to have sex with them	80.6%	19.4%	0.0%	0.0%	0.0%	0.0%
Lying to someone in order to have sex with them	73.6%	22.2%	4.2%	0.0%	0.0%	0.0%
Forcing someone to have sex	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%
Using physical force, such as hitting or beating, to resolve conflicts with dates	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%
Insulting or swearing at dates	68.1%	26.4%	2.8%	2.8%	0.0%	0.0%
It is alright for someone to hit a date in certain situations	87.5%	11.1%	0.0%	1.4%	0.0%	0.0%
Someone you are dating should have sex with you when you want	77.8%	20.8%	0.0%	1.4%	0.0%	0.0%
When you spend money on a date, the person should have sex with you in return	79,2%	19.4%	1.4%	0.0%	0.0%	0.0%
You should respond to a date's challenges to your own authority by insulting them or putting them down	75.0%	23.6%	1.4%	0.0%	0.0%	0.0%
It is alright to physically force a person to have sex under certain conditions	88.9%	11.1%	0.0%	0.0%	0.0%	0.0%

18. Do you believe Tech Administration would respond to reported instances of sexual misconduct?

	Definitely (6)	Very Probably (5)	Probably (4)	Possibly (3)	Probably Not (2)	Definitely Not (1)	Mean 2026	Mean 2024	Mean Change
The institution would take the report seriously	25	14	16	10	8	0	4.52	4.53	-0.01
The institution would maintain the privacy of the person making the report	23	13	14	13	9	1	4.34	4.57	-0.23
The institution would do its best to honor the request of the person about to go forward with the case	25	12	17	14	5	0	4.52	4.6	-0.08
The institution would take steps to protect the safety of the person making the report	22	13	15	15	8	0	4.36	4.61	-0.25
The institution would support the person making the report	22	12	18	14	7	0	4.38	4.46	-0.08
The institution would provide accommodations to support the person (e.g. work assignment, safety)	22	8	22	14	7	0	4.33	4.49	-0.16
The institution would take action to address factors that may have led to the sexual misconduct	21	12	15	18	7	0	4.30	4.3	0.00
The institution would handle the report fairly	20	8	22	13	9	1	4.19	4.36	-0.17
The institution would label the person making the report a troublemaker	7	7	6	20	24	9	2.99	2.94	0.05
The institution would have a hard time supporting the person who made the report	8	7	8	20	21	9	3.10	3.28	-0.18
The institution would punish the person who made the report	5	4	6	15	28	15	2.60	2.69	-0.09

19. How safe do you feel on campus or around campus from various forms of sexual misconduct listed below?

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Slightly Agree (4)	Agree (5)	Strongly Agree (6)	Mean 2026	Mean 2024
I feel safe from sexual harassment	0	3	3	6	28	33	5.16	5.13
I feel safe from dating violence	0	1	2	5	26	38	5.36	5.32
I feel safe from sexual violence	0	0	4	8	24	37	5.29	5.32
I feel safe from stalking	1	6	7	10	23	26	4.73	4.90

20. How safe do you feel in the local Socorro community from various forms of sexual misconduct listed below?

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Slightly Agree (4)	Agree (5)	Strongly Agree (6)	Mean 2026	Mean 2024	Mean Change
I feel safe from sexual harassment	3	9	6	14	26	13	4.27	4.12	-0.15
I feel safe from dating violence	3	7	6	10	27	18	4.48	4.25	-0.23
I feel safe from sexual violence	2	8	6	14	24	17	4.42	4.1	-0.32
I feel safe from stalking	4	14	9	12	22	10	3.90	3.96	0.06

21. Your perception or attitudes regarding sexual misconduct on campus.

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Slightly Agree (4)	Agree (5)	Strongly Agree (6)	Mean 2026	Mean 2024	Mean Change
I don't think sexual misconduct is a problem at Tech	4	8	13	21	21	5	3.86	3.95	-0.09
I don't think there is much I can do about sexual misconduct on this campus	8	23	14	21	4	2	2.94	3.19	-0.25
There isn't much need for me to think about sexual misconduct while at Tech	5	23	10	17	11	6	3.33	3.38	-0.05
Tech appears safer than the college campuses my friends attend	1	5	9	26	19	12	4.29	4.34	-0.05

22. Are you aware or know where to obtain various resources and information available in connection with issues of sexual misconduct?

	Yes	No	I know the majority
Definitions of types of sexual misconduct	76.40%	1.40%	22.20%
How to report an incident of sexual misconduct	81.90%	4.20%	13.90%
Where to go to get help if someone you know experiences sexual misconduct	81.90%	2.80%	15.30%
Title IX protections against sexual misconduct	86.10%	0.00%	13.90%
How to help prevent sexual misconduct	65.30%	4.20%	30.60%
Sexual Misconduct Policy	72.20%	1.40%	26.40%

23. Do you understand consent?

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Slightly Agree (4)	Agree (5)	Strongly Agree (6)	Mean 2026	Mean 2024	Mean Change
Consent must be given at each step in a sexual encounter	0	0	2	0	12	56	5.74	5.68	0.06
If a person initiates sex, but during foreplay says they no longer want to, the person has not given consent to continue	3	0	1	0	11	55	5.59	5.73	-0.14
If someone invites you to their place, they are giving consent for sex	56	14	0	0	0	0	1.20	1.27	-0.07
If a person doesn't physically resist sex, they have given consent	56	11	3	0	0	0	1.24	1.34	-0.10
Consent for sex one time is consent for future sex	60	9	1	0	0	0	1.16	1.31	-0.15
If you and your sexual partner are both drunk, you don't have to worry about consent	62	7	1	0	0	0	1.13	1.31	-0.18
Mixed signals can sometimes mean consent	51	14	3	2	0	0	1.37	1.48	-0.11

H. INTIMATE PARTNER AND DATING VIOLENCE

24. While at Tech, have you experienced intimate partner violence [IPV] (dating violence or relationship violence) from any hook-up, boyfriend, girlfriend, husband, or wife you have had, including exes, regardless of the length of the relationship?

	Yes	No
The person threatened to hurt me and I thought I might really get hurt	5.9%	94.1%
The person pushed, grabbed, or shook me	4.4%	95.6%
The person hit me	5.9%	94.1%
The person beat me up	0.0%	100.0%
The person stole or destroyed my property	7.4%	92.6%
The person can scare me without laying a hand on me	13.4%	86.6%

I. REPORTING

24. If you were a victim of sexual harassment, stalking, intimate partner violence, or sexual assault, did you tell someone, who?

	Yes	No	Not Applicable (N/A)
Roommate	1.50%	7.50%	91.00%
Close friend other than roommate	11.90%	4.50%	83.6%
Romantic partner	4.50%	10.40%	85.10%
Parent or Guardian Other family member	7.50%	10.40%	82.10%
Doctor/nurse	3.00%	15.20%	81.80%
Religious leader	0.00%	10.80%	89.20%
Off-campus rape crisis center staff	3.00%	12.10%	84.80%
Off-campus counselor/therapist	6.10%	12.10%	81.80%
Campus police	6.10%	12.10%	81.80%
City/County police	7.60%	12.10%	80.30%
Institution health services	1.50%	15.20%	83.30%
On-campus counselor/therapist	1.50%	16.70%	81.80%
Resident Assistant or Residence Life staff	0.00%	16.70%	83.30%
Office of Student Conduct/Dean of Students	0.00%	15.20%	84.80%
Institution faculty or staff	1.50%	15.20%	83.30%
Title IX Coordinator	1.50%	15.40%	83.10%

J. EFFECTIVE PREVENTION & AWARENESS TRAINING

25. What type of educational aware program do you feel would be most beneficial for you and your peers related to gender-based discrimination or sexual misconduct?

- A 1-credit hour course from new students each fall that covers this and other issues related to being students on a college campus
- A data-based results-oriented kind of program.
- Almost anything as long as the reminders come often.
- Campus actually following policies and not sweeping it under the carpet.
- Consent & Respect
- Greater awareness of everyday sexual harassment
- I am not sure.
- I dont know
- I think there are too many people trapped in bad situations that believe there is no way out, and think there should be more awareness to let them know they can survive and thrive outside of a physically and mentally abusive relationship, and that they don't need that other person to survive.
- In person and online training
- Many staff need more information and training on how to help our Transgender students and staff. I see too much disapproval or lack of understanding.
- Not sure exactly what this means. Do you mean the medium like videos vs powerpoint vs pdfs to read, or is it more so the type of topic that would be most important? I'm not sure what kind of awareness programs there are, but just that it gives a good overview of what misconduct could look like in different settings and what the next steps should be.
- One on One with a counselor
- Online mandatory training
- Printed materials
- Programs that address how to recognize and prevent these types of misconduct
- Regular SHORT emails with one message at a time. Not paragraphs at a time.
- Role-playing workshops
- Social Media Campaign
- Something to read, with examples. Live or video trainings are a waste of time.
- Teach cishet men that women and queer people are fully human beings and do not exist for the cishet man's gratification or comfort.
- Title IX (2)
- Training sessions, workshops
- Use of pronouns
- email
- email information about consent from the counseling center or similar, consent workshops
- mandatory internet based
- trainings on micro-aggression and clear consent workshops
- workshops