



# **NMT 2026 Employee Campus Climate Survey on Sexual Misconduct & Sex-based Discrimination**

## **Executive Summary**

**Division of Student Affairs  
Health and Wellbeing Cluster**

# Introduction and Purpose

New Mexico Tech (NMT) is committed to maintaining a healthy and safe learning, living, and working environment that promotes responsibility, dignity, and respect for all persons. NMT prohibits all forms of discrimination, including those based on sex, sex stereotyping, gender expression, and gender identity. Sex-based harassment—encompassing sexual violence/assault, intimate partner violence, stalking, hostile environment, and quid pro quo—is collectively referred to by NMT as Sexual Misconduct.

Assessing campus culture regarding Sexual Misconduct provides vital data on employee perceptions, behaviors, and the efficacy of prevention programs. This biennial survey assesses employee perspectives across NMT and its research partner centers. The gathered insights directly inform future policy decisions, notification and response processes, safety protocols, support resources, and overarching communication strategies.

## Survey Methodology

Data collection was administered digitally via an online questionnaire to capture confidential employee responses.

- **Administration & Timeline:** Promoted initially on April 1, 2026, alongside SAAM events, followed by a dedicated invitation email to all NMT employees and research partner centers, and a reminder on April 10, 2026. The survey closed on April 22, 2026.
- **Institutional Approval:** Approved by NMT's Institutional Review Board (IRB #2026.03.002) on March 24, 2026.
- **Target Audience & Participation:** Reached a target population of 900 employees, yielding 103 participants (11.4% response rate). Due to topic sensitivity, only initial demographic fields were mandatory. Participation was voluntary, taking 8–12 minutes, with zero Personally Identifiable Information (PII) collected.

## Key Findings

### A. Employee Perceptions & Attitudes Regarding On-Campus Misconduct

- **High Institutional Safety Perception:** Employees report strong feelings of safety on campus from sexual violence (mean score 5.29/6.00) and dating violence (5.36/6.00), though safety ratings in the surrounding Socorro community were comparatively lower (e.g., stalking safety averaging 3.90/6.00).
- **Institutional Trust & Responsiveness:** A solid majority trust administration to take reports seriously (mean 4.52/6.00) and support reporting individuals (mean 4.38/6.00). Slight negative shifts occurred between 2024 and 2026 regarding perceived privacy maintenance (-0.23 change in mean) and safety protection steps (-0.25 change in mean).
- **Resource Awareness:** Overall awareness of Title IX protections (86.10%) and incident reporting mechanisms (81.90%) remains robust among staff.
- **Strong Understanding of Consent:** Respondents demonstrated high clarity on affirmative consent rules, strongly agreeing that consent is required at each step (mean 5.74/6.00) and rejecting misconceptions about passive or intoxicated consent.

- **Prevalence of Intersectional & Gender Harassment:** While explicit quid pro quo coercion was reported at 0% in the 12-month lookback, 22.80% of respondents experienced negative comments/remarks, and 13.90% reported offensive jokes. Gender was cited as the primary driver (68.80%) for intersectional inappropriate behavior.

**B. Sexual Orientation-Based & Gender Identity-Based Harassment** (May include both unwanted sexual attention/sexual coercion or crude, offensive, or hostile behaviors)

The dataset records employee survey responses regarding 12-month experiences with workplace harassment, detailing whether instances were attributed to sexual orientation or gender identity across four specific behaviors.

| Behavior Type                 | Total Responses | Never Experienced | Total Experienced | Attributed to Sexual Orientation | Attributed to Gender Identity |
|-------------------------------|-----------------|-------------------|-------------------|----------------------------------|-------------------------------|
| Negative / Offensive Comments | 91              | 76 (83.5%)        | 15 (16.5%)        | 3 (20.0%)                        | 12 (80.0%)                    |
| Offensive Jokes               | 75              | 65 (86.7%)        | 10 (13.3%)        | 4 (40.0%)                        | 6 (60.0%)                     |
| Uncomfortable Touching        | 71              | 66 (93.0%)        | 5 (7.0%)          | 3 (60.0%)                        | 2 (40.0%)                     |
| Physical Threats or Assault   | 71              | 71 (100.0%)       | 0 (0.0%)          | 0 (0.0%)                         | 0 (0.0%)                      |

**Detailed Frequency & Attribution Breakdown**

**1. Negative or Offensive Comments or Remarks**

- **Never:** 76 respondents (83.5%).
- **Once:** 6 respondents — 1 sexual orientation-based (16.7%), 5 gender identity-based (83.3%).
- **Once a Month or Less:** 7 respondents — 1 sexual orientation-based (14.3%), 6 gender identity-based (85.7%).
- **2–3 Times per Month:** 1 respondent — 1 sexual orientation-based (100.0%), 0 gender identity-based (0.0%).
- **Once a Week or More:** 1 respondent — 0 sexual orientation-based (0.0%), 1 gender identity-based (100.0%).

**2. Offensive Jokes**

- **Never:** 65 respondents (86.7%).
- **Once:** 4 respondents — 2 sexual orientation-based (50.0%), 2 gender identity-based (50.0%).
- **Once a Month or Less:** 3 respondents — 1 sexual orientation-based (33.3%), 2 gender identity-based (66.7%).

- **2–3 Times per Month:** 2 respondents — 1 sexual orientation-based (50.0%), 1 gender identity-based (50.0%).
- **Once a Week or More:** 1 respondent — 0 sexual orientation-based (0.0%), 1 gender identity-based (100.0%).

### 3. Uncomfortable Touching

- **Never:** 66 respondents (93.0%).
- **Once:** 3 respondents — 2 sexual orientation-based (66.7%), 1 gender identity-based (33.3%).
- **Once a Month or Less:** 1 respondent — 1 sexual orientation-based (100.0%), 0 gender identity-based (0.0%).
- **2–3 Times per Month:** 0 respondents.
- **Once a Week or More:** 1 respondent — 0 sexual orientation-based (0.0%), 1 gender identity-based (100.0%).

### 4. Physical Threats or Assault

- **Never:** 71 respondents (100.0%).
- **Incident Frequency:** 0 reported incidents across all frequency categories.

### Key Data Trends

- **Prevalence of Verbal Harassment:** Negative comments (16.5%) and offensive jokes (13.3%) represent the most common forms of harassment experienced by staff.
- **Gender Identity Bias:** Gender identity is the primary driver of verbal misconduct, accounting for 80.0% of negative comments and 60.0% of offensive jokes.
- **Physical Touch and Threats:** Uncomfortable touching was reported by 5 respondents (7.0%), while zero respondents reported physical threats or assault.

## Conclusions

The 2026 climate data highlights a campus culture anchored by high foundational trust, strong personal safety metrics on NMT premises, and comprehensive clarity around key concepts like Title IX and consent. Employees perceive Tech as safer than peer institutions.

However, subtle year-over-year declines in administrative responsiveness metrics—specifically around protection of privacy, physical safety assurances, and fears of retaliation/labeling—point to developing friction points. Furthermore, while overt physical threats remain low, low-level gender harassment (offensive jokes, condescending behavior, micro-aggressions) persists within day-to-day work environments. Addressable gaps exist regarding proactive prevention training and support for diverse populations, notably LGBTQ+ and transgender staff/students.

## Recommendations and Next Steps

1. **Refine Privacy & Anti-Retaliation Safeguards:** Update administrative handling protocols to directly address declining confidence in reporting confidentiality and safety protections, ensuring clear communications regarding victim support.
2. **Diversify Training Formats & Frequency:** Transition beyond standard annual modules by introducing concise, bite-sized email updates, interactive role-playing workshops, and clear supervisor training focused on recognizing workplace micro-aggressions.
3. **Enhance Specialized Support Content:** Expand education around local community safety, stalking awareness, intimate partner violence resources, and specific advocacy for transgender/queer campus members.

## Survey Questions

A copy of the survey and the questions can be found on the [NMT Title IX Office](#) (2026 NMT Employee Campus Climate Survey on Sexual Misconduct & Sex-based Discrimination)

## Data and Results

A complete break-down of the basic dataset can be found at [NMT Title IX Office](#) at the above survey under **Employee Results-Data and Analysis**. The NMT Title Coordinator can work with groups to drill down on the data or conduct cross-tabulations on any available study population, if needed This Executive Summary will also be archived on that site.