

2026 NMT Employee Campus Climate Survey on Sexual Misconduct and Gender-based Discrimination

Start of Block: Block 22

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

End of Block: Block 22

Start of Block: INTRODUCTION

INTRODUCTION

New Mexico Tech is committed to a healthy and safe learning, living, and working environment that promotes responsibility, dignity, and respect for all persons. New Mexico Tech prohibits all forms of discrimination, including discrimination based on sex, sex stereotyping, gender expression, and gender identity. Sexual harassment, which includes acts of sexual violence, is a form of sex discrimination. Sexual harassment, sexual violence/assault, intimate partner violence, stalking, and all forms of sex-based discrimination are strictly prohibited and will not be tolerated. As an institution of higher education, we are interested in determining the campus culture for students and employees with regard to sexual harassment, sexual assault, or other forms of sex-based discrimination. This Campus Climate Survey is one method to assess our campus culture. These results will help us make informed decisions related to prevention and awareness programs, notification and response processes, safety protocol, support resources, and our overall communication plan. Participation in this survey is voluntary and responses are anonymous. Your feedback will help Tech better measure the prevalence of sexual harassment, sexual assault, or other forms of gender-based discrimination in our campus community and gauge students' attitudes and behaviors. All individual responses and your identity will remain confidential. This survey does not ask for any Personal Identifiable Information (PII). This survey will take approximately 8-12 minutes to complete based on your answers and the associated skip/display logic embedded in the questions. Please allow this amount of time to complete the survey. We have turned off the exit and reentry feature of the survey so no identifiable data is collected to help ensure the anonymity of our participants. If you have to leave the survey, you will need to restart the survey from the beginning. Please be advised that there are inherent data safety issues in any form of internet usage. Even though every possible precaution to protect your data and your identity has been taken in this survey design, please be

aware of the safety and security measures as you take the survey and transmit your survey responses from different locations. Finally, due to the small population of Tech's employees and the possible small number of survey participants, we will not publish or post any findings of five (5) or fewer respondents from any reported demographic affiliation. This is a standard safeguard to help protect the identity of respondents that someone may figure out from small group populations. NMT_IRM_2026.

End of Block: INTRODUCTION

Start of Block: EXPLICIT LANGUAGE WARNING

EXPLICIT LANGUAGE WARNING

This survey uses explicit language, including anatomical names of body parts and descriptions of sexual situations and acts. Reading this survey might remind you of experiences that you, a friend, or a family member have gone through. While we encourage you to complete the entire survey, you do not need to answer questions that make you feel uncomfortable. If you would like to talk to someone confidentially about questions or concerns relating to sexual misconduct, including sexual assault, please contact one of the following resources.

End of Block: EXPLICIT LANGUAGE WARNING

Start of Block: CONFIDENTIAL RESOURCES

CONFIDENTIAL RESOURCES

The following confidential resources are available for students or employees if they need assistance on related issues or matters brought up in this survey:

1. NMT Student Health Center- (575) 835-5094; 1st floor Fidel (enter through the NW side of the building)
2. NMT Counseling Center- (575) 835-6619; 1st floor Fidel (enter through the NW side of the building)
3. Employee Assistance Program (confidential professional consultation and referral services to address employees' personal or work concerns) 800-348-3232 or 505-816-6790. Full-time employees who are also students can utilize this resource.
4. National Sexual Assault Hotline: (800) 656-4673

Other Resources Students can also reach out to resources on campus:

1. NMT's Title IX Coordinator, Peter Phaiah at (575) 835-5953; the coordinator is located in Fidel Student Center, Room 238
2. NMT's Human Resources Director for employees and work-related incidents at (575) 835-5955; Brown Hall 118D
3. NMT's Affirmative Action/Equal Employment Opportunity Commission (AA/EEOC) at (575)

835-5005; Cramer Hall, Room 115

If you have been a victim and this survey has prompted you to report an incident of sexual harassment or other forms of gender-based discrimination, contact NMT's Title IX Coordinator, one of the other campus resources above, or NMT's Campus Police (575) 835-5434 or 911 for immediate support.

The above resources and other related information can be found at the NMT IX Office website (<https://www.nmt.edu/titleix/index.php>).

End of Block: CONFIDENTIAL RESOURCES

Start of Block: CONSENT

CONSENT By clicking "I agree" below, you are consenting to participate in this survey. If you do not agree to participate, please indicate below and we will not re-contact you about this survey.

☐ I agree (1)

☐ I do not agree to participate (2)

Skip To: End of Survey If CONSENT By clicking "I agree" below, you are consenting to participate in this survey. If you do... = I do not agree to participate

Skip To: End of Survey If CONSENT By clicking "I agree" below, you are consenting to participate in this survey. If you do... = I do not agree to participate

End of Block: CONSENT

Start of Block: DEMOGRAPHICS

Demographics

Q1 What is your current employment status?

- ☐ Full-time Staff (10)
 - ☐ Part-time Staff (12)
 - ☐ Tenured Faculty (13)
 - ☐ Tenured Track (14)
 - ☐ Non-Tenure Track Faculty (16)
 - ☐ Administration (15)
 - ☐ Other (please describe your student status below) (11)
-

Q2 What is your primary work area at NMT?

- ☐ Academic Campus (1)
 - ☐ Research Service Partner (Bureau of Geology, NM Bureau of Mines, PRRC, NCKRI) (2)
 - ☐ Facility-based Research Partner (EMRTC, MRO, MRO II, Langmuir Lab, AFRL, Etscorn) (3)
-

Q3 Are you currently taking classes at Tech?

- ☐ No (1)
 - ☐ Yes, Community Ed. Course (5)
 - ☐ Yes, Undergraduate Courses (2)
 - ☐ Yes, Masters Courses (3)
 - ☐ Yes, Doctorate Courses (4)
-

Page Break

Q4 How would you best describe your gender identity?

- ☐ Male (1)
 - ☐ Female (2)
 - ☐ Non-binary / third gender (3)
 - ☐ Trans-male (4)
 - ☐ Trans-female (5)
 - ☐ Prefer not to disclose (6)
 - ☐ Something else (please specify below) (7)
-

Page Break

Q5 Which of the following best represents how you think of yourself?

- ☐ Gay (1)
 - ☐ Lesbian (2)
 - ☐ Straight, that is, not gay or lesbian Bisexual (3)
 - ☐ Bisexual (4)
 - ☐ Something else (please specify below) (5)
-

Page Break

Q6 What is your race (as you define it)? Select one or more.

☐ American Indian or Alaskan Native (1)

☐ Asian (8)

☐ Black or African American (2)

☐ Native Hawaiian or Other Pacific Islander (3)

☐ White (4)

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Q7 What is your ethnicity (as you define it)?

- ☐ Hispanic or Latino (1)
- ☐ Not Hispanic or Latino (2)

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Q8 Married Status ...

- ☐ Never married (1)
- ☐ Not married but living with a partner (4)
- ☐ Married (5)
- ☐ Divorced or separated (6)
- ☐ Other (7)

End of Block: DEMOGRAPHICS

Start of Block: YOUR EXPERIENCES

Your Experience

Q9 **Sex-Based Harassment-** (Unwanted sexual attention or sexual coercion) In the past 12 months, how often did someone at work:

	Never (1)	Once (4)	Once a Month or less (5)	2-3 Times a Month (6)	Once a Week or More (7)	one or More Times a Day (8)
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? (13)	☐	☐	☐	☐	☐	☐
Make you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior (i.e., quid pro quo)? (2)	☐	☐	☐	☐	☐	☐
Make you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)? (3)	☐	☐	☐	☐	☐	☐

Touch you in a
way that made
you feel
uncomfortable?
(4)



Page Break

Q10 Gender-based 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) In the past 12 months, how often did someone at work:

	Never (1)	Once (4)	Once a Month or less (5)	2-3 Times a Month (6)	Once a Week or More (7)	one or More Times a Day (8)
Repeatedly tell sexist stories or jokes that were offensive to you? (13)	☐	☐	☐	☐	☐	☐
Make offensive remarks about your appearance, body, or sexual activities? (2)	☐	☐	☐	☐	☐	☐
Refer to people of your gender in insulting or offensive terms? (3)	☐	☐	☐	☐	☐	☐
Put you down or act in a condescending way toward you because of your gender? (4)	☐	☐	☐	☐	☐	☐

Page Break

Q11 Sexual Orientation-based & Gender Identity-based Harassment (May include both unwanted sexual attention/sexual coercion or crude, offensive, or hostile behaviors) 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 Times a Month		Once a Week or More	
	Sexual (1)	Gender (2)	Sexual (1)	Gender (2)	Sexual (1)	Gender (2)	Sexual (1)	Gender (2)	
I was subjected to negative, or offensive, comments or remarks. (13)	☐	☐	☐	☐	☐	☐	☐	☐	
I was subjected to offensive jokes. (2)	☐	☐	☐	☐	☐	☐	☐	☐	
I was touched in a way that made me feel uncomfortable. (3)	☐	☐	☐	☐	☐	☐	☐	☐	
I was physically threatened or assaulted. (4)	☐	☐	☐	☐	☐	☐	☐	☐	

Page Break

Q12 Intersectional Harassment In the past 12 months, have you been subjected to:

	No (1)	Yes (2)
negative comments or remarks (1)	☐	☐
offensive jokes (2)	☐	☐
touched in a way that made me feel uncomfortable (4)	☐	☐
physically threatened or assaulted (5)	☐	☐

Page Break

Display this question:

If Intersectional Harassment In the past 12 months, have you been subjected to: = Yes

Or Intersectional Harassment In the past 12 months, have you been subjected to: = negative comments or remarks [Yes]

Or Intersectional Harassment In the past 12 months, have you been subjected to: = offensive jokes [Yes]

Or Intersectional Harassment In the past 12 months, have you been subjected to: = touched in a way that made me feel uncomfortable [Yes]

Or Intersectional Harassment In the past 12 months, have you been subjected to: = physically threatened or assaulted [Yes]

Q13 Intersectional Harassment 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:

☐ Gender (6)

☐ Sexual Orientation (7)

☐ Gender Identity (8)

☐ Race or Ethnicity (9)

☐ Religion (10)

☐ Disability (11)

Page Break

End of Block: YOUR EXPERIENCES

Start of Block: YOUR EXPERIENCES 2

Q14 YOUR EXPERIENCES 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.

	No (1)	Yes (2)
Made sexual advances, gestures, comments, or jokes that were unwelcome to you (1)	☐	☐
Flashed or exposed themselves to you without your consent (4)	☐	☐
Showed or sent you sexual pictures, photos, or videos that you didn't want to see (5)	☐	☐
Showed or sent sexual photos/videos of you or spread sexual rumors about you that you didn't want shared (6)	☐	☐
Watched or took photos/videos of you when you were nude or having sex, without your consent (7)	☐	☐

Page Break

Q15 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?

☐ No (1)

☐ Yes (2)

Page Break

Q16 How many separate incidents of unwanted sexual contact have you experienced in the past 12 months?

- ☐ 0 incidents (1)
- ☐ 1 incident (4)
- ☐ 2 incidents (5)
- ☐ 3 incidents (6)
- ☐ 4 incidents (7)
- ☐ 5 or more incidents (8)

End of Block: YOUR EXPERIENCES 2

Start of Block: EMPLOYEE PERCEPTION OF PEERS ATTITUDES

Q17 YOUR PERCEPTION OF PEERS' ATTITUDES I believe my peers at work would approve of the behaviors listed below

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Slightly Agree (4)	Agree (5)	Strongly Agree (6)
Having many sexual partners (1)	☐	☐	☐	☐	☐	☐
Telling stories about sexual experiences (2)	☐	☐	☐	☐	☐	☐
Getting someone drunk or high to have sex with them (3)	☐	☐	☐	☐	☐	☐
Lying to someone in order to have sex with them (4)	☐	☐	☐	☐	☐	☐
Forcing someone to have sex (5)	☐	☐	☐	☐	☐	☐
Using physical force, such as hitting or beating, to resolve conflicts with dates (6)	☐	☐	☐	☐	☐	☐
Insulting or swearing at dates (7)	☐	☐	☐	☐	☐	☐

It is alright
for
someone to
hit a date in
certain
situations
(8)

☐	☐	☐	☐	☐	☐
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Someone
you are
dating
should have
sex with
you when
you want
(9)

☐	☐	☐	☐	☐	☐
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

When you
spend
money on a
date, the
person
should have
sex with
you in
return (10)

☐	☐	☐	☐	☐	☐
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You should
respond to
a date's
challenges
to your own
authority by
insulting
them or
putting
them down
(11)

☐	☐	☐	☐	☐	☐
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

It is alright
to
physically
force a
person to
have sex
under
certain
conditions
(12)

☐	☐	☐	☐	☐	☐
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End of Block: EMPLOYEE PERCEPTION OF PEERS ATTITUDES

Start of Block: EMPLOYEE PERCEPTION AND ATTITUDE

Q18 YOUR PERCEPTION AND ATTITUDE Do you believe Tech Administration would respond to reported instances of sexual misconduct?

	Definitely (1)	Very Probably (2)	Probably (3)	Possibly (4)	Probably Not (5)	Definitely Not (6)
The institution would take the report seriously (1)	☐	☐	☐	☐	☐	☐
The institution would maintain the privacy of the person making the report (2)	☐	☐	☐	☐	☐	☐
The institution would do its best to honor the request of the person about to go forward with the case (3)	☐	☐	☐	☐	☐	☐
The institution would take steps to protect the safety of the person making the report (4)	☐	☐	☐	☐	☐	☐
The institution would support the person making the report (5)	☐	☐	☐	☐	☐	☐
The institution would provide accommodations to support the person (e.g. work assignment, safety) (6)	☐	☐	☐	☐	☐	☐
The institution would take action to address factors that may have led to the sexual misconduct (7)	☐	☐	☐	☐	☐	☐

The institution
would handle
the report fairly
(8)

☐	☐	☐	☐	☐	☐
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The institution
would label the
person making
the report a
troublemaker (9)

☐	☐	☐	☐	☐	☐
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The institution
would have a
hard time
supporting the
person who
made the report
(10)

☐	☐	☐	☐	☐	☐
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The institution
would punish the
person who
made the report
(11)

☐	☐	☐	☐	☐	☐
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Page Break

Q19 How safe do you feel on 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)
On or around campus, I feel safe from sexual harassment (1)	☐	☐	☐	☐	☐	☐
On or around campus, I feel safe from dating violence (2)	☐	☐	☐	☐	☐	☐
On or around campus, I feel safe from sexual violence (3)	☐	☐	☐	☐	☐	☐
On or around campus, I feel safe from stalking (4)	☐	☐	☐	☐	☐	☐

Page Break

Q20 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)
In the Socorro community, I feel safe from sexual harassment (1)	☐	☐	☐	☐	☐	☐
In the Socorro community, I feel safe from dating violence (2)	☐	☐	☐	☐	☐	☐
In the Socorro community, I feel safe from sexual violence (3)	☐	☐	☐	☐	☐	☐
In the Socorro community, I feel safe from stalking (4)	☐	☐	☐	☐	☐	☐

Page Break

Q21 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)
I don't think sexual misconduct is a problem at Tech (1)	☐	☐	☐	☐	☐	☐
I don't think there is much I can do about sexual misconduct on this campus (2)	☐	☐	☐	☐	☐	☐
There isn't much need for me to think about sexual misconduct while at Tech (3)	☐	☐	☐	☐	☐	☐
Tech appears safer than the college campuses my friends attend (4)	☐	☐	☐	☐	☐	☐

Page Break

Q22 Are you aware or know where to obtain various resources and information available in connection with issues of sexual misconduct?

	Yes (1)	No (2)	I know the majority (3)
Definitions of types of sexual misconduct (1)	☐	☐	☐
How to report an incident of sexual misconduct (2)	☐	☐	☐
Where to go to get help if someone you know experiences sexual misconduct (3)	☐	☐	☐
Title IX protections against sexual misconduct (4)	☐	☐	☐
How to help prevent sexual misconduct (5)	☐	☐	☐
Sexual Misconduct Policy (7)	☐	☐	☐

Page Break

Q23 Do you understand consent?

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Slightly Agree (4)	Agree (5)	Strongly Agree (6)
Consent must be given at each step in a sexual encounter (1)	☐	☐	☐	☐	☐	☐
If a person initiates sex, but during foreplay says they no longer want to, the person has not given consent to continue (2)	☐	☐	☐	☐	☐	☐
If someone invites you to their place, they are giving consent for sex (3)	☐	☐	☐	☐	☐	☐
If a person doesn't physically resist sex, they have given consent (4)	☐	☐	☐	☐	☐	☐
Consent for sex one time is consent for future sex (5)	☐	☐	☐	☐	☐	☐

If you and your sexual partner are both drunk, you don't have to worry about consent (6)

☐ ☐ ☐ ☐ ☐ ☐

Mixed signals can sometimes mean consent (7)

☐ ☐ ☐ ☐ ☐ ☐

End of Block: EMPLOYEE PERCEPTION AND ATTITUDE

Start of Block: INTIMATE PARTNER AND DATING VIOLENCE

Q24 INTIMATE PARTNER AND DATING VIOLENCE 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 (1)	No (2)
The person threatened to hurt me and I thought I might really get hurt (1)	☐	☐
The person pushed, grabbed, or shook me (2)	☐	☐
The person hit me (3)	☐	☐
The person beat me up (4)	☐	☐
The person stole or destroyed my property (5)	☐	☐
The person can scare me without laying a hand on me (6)	☐	☐

End of Block: INTIMATE PARTNER AND DATING VIOLENCE

Start of Block: REPORTING

Q25 REPORTING If you were a victim of sexual harassment, stalking, intimate partner violence, or sexual assault, did you tell someone?

	Yes (1)	No (2)	Not Applicable (N/A) (3)
Roommate (1)	☐	☐	☐
Close friend other than roommate (2)	☐	☐	☐
Romantic partner (3)	☐	☐	☐
Parent or Guardian Other family member (4)	☐	☐	☐
Doctor/nurse (5)	☐	☐	☐
Religious leader (6)	☐	☐	☐
Off-campus rape crisis center staff (7)	☐	☐	☐
Off-campus counselor/therapist (8)	☐	☐	☐
Campus police (9)	☐	☐	☐
City/County police (10)	☐	☐	☐
Institution health services (11)	☐	☐	☐
On-campus counselor/therapist (12)	☐	☐	☐
Resident Assistant or Residence Life staff (13)	☐	☐	☐
Office of Student Conduct/Dean of Students (14)	☐	☐	☐
Institution faculty or staff (15)	☐	☐	☐

Title IX Coordinator
(16)



End of Block: REPORTING

Start of Block: Block 20

Q26 EFFECTIVE PREVENTION & AWARENESS TRAINING 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?

End of Block: Block 20

Start of Block: Thank you for participating in this survey.

Q27 END OF SURVEY We thank you for your time spent taking this survey. Your responses have been recorded

Page Break

End of Block: Thank you for participating in this survey.

Start of Block: Block 14

Display this question:

*If CONSENT By clicking "I agree" below, you are consenting to participate in this survey. If you do...
= I do not agree to participate*

END OF SURVEY We thank you for your consideration. This survey has concluded.

End of Block: Block 14
