



HLC Accreditation Evidence Document

Title: The University of New Mexico – DOJ Agreement: Two-Year Progress Report

Office of Origin: Office of the President

Description: A progress report authored by the Main Campus Compliance Office (with collaboration from the UNM Policy Office, Office of Equal Opportunity, and others) that gives an overview as well some statistics concerning the actions taken by the university following an agreement with the U.S. Department of Justice on sexual misconduct and gender discrimination at the university.

Date: 2018

The University of New Mexico – DOJ Agreement Two-Year Progress Report

October 16, 2016 – October 5, 2018

Annual Progress Report on UNM’s Actions to Advance Anti-Harassment and Sexual Misconduct Efforts



The U.S. Department of Justice, the United States Attorney’s Office for the District of New Mexico, and The University of New Mexico (UNM), entered into a three-year agreement on October 17, 2016, involving UNM’s obligations under federal civil rights laws to prevent and address sexual misconduct, and to provide clear and consistent policies and procedures for reporting, investigating and responding to such conduct. As part of the effort to ensure a safe campus, UNM is committed to preventing sexual misconduct and gender discrimination, conducting fair processes for all and providing a secure and caring environment for the entire community. Regardless of changes made to Title IX compliance nationally, UNM is continuing to provide the training and resources needed to combat these serious issues. The university has taken significant steps to address a number of concerns but has more work to do in attempting to change attitudes and behaviors.

In the past two years, UNM has made significant progress in complying with the delineated tasks and implementing improvements. This Progress Report details the tasks UNM has completed during the first two years of the three-year agreement.

UNM Training 2016 and 2017:

- UNM has trained thousands of employees about workplace harassment, including sexual harassment, various types of discrimination, Title IX, and the Campus SAVE Act. UNM currently requires *all* faculty, staff, and student employees to take an online training course, “*Intersections: Preventing Discrimination and Harassment*,” on an annual basis. This across-the-board training makes the campus safer for everyone.
- For the 2016 calendar year, UNM’s employee training had broad participation by our faculty, staff, and student employees. **Of the 13,649 UNM faculty, staff and student employees, 12,321 individuals (90.3%) completed the required “Intersections: Preventing Discrimination and Harassment” training in 2016.**
- Our regular staff and faculty had impressive completion rates **2016.**

2016 Calendar Year (Staff and Faculty Training)

Regular Staff	% Completions
Contract Staff	99.4
CWA Bargaining Unit	97.7
Exempt Staff	99.6
Non-Exempt Staff	99.1
Police Bargaining Unit	97.6
USUNM Bargaining Unit	98.7
Total Regular Staff	99.1% = Total Completion Percentage

Regular Faculty	% Completion
12 Month Faculty	97.9%
9 Month Faculty	95.4%
Executive Faculty	100%
Post Doc and Fellows	97.3%
Totally Regular Faculty	96.9% = Total Completion Percentage

- For the 2017 calendar year, UNM’s employee training continued to have broad participation by our faculty, staff, and student employees. **Of the 12,923 UNM faculty, staff, and student employees, 12,321 individuals (94.9%) completed the required “Intersections: Preventing Discrimination and Harassment” training in 2017.**

- Our regular staff and faculty continued to improve upon their impressive completion rates for the 2017 Calendar Year.

2017 Calendar Year (Staff and Faculty Training)

Regular Staff	% Completions
Contract Staff	100%
CWA Bargaining Unit	99.6%
Exempt Staff	99.9
Non-Exempt Staff	99.7
Police Bargaining Unit	100%
USUNM Bargaining Unit	99.7
Total Regular Staff	99.8% = Total Completion Percentage

Regular Faculty	% Completion
12 Month Faculty	96.6%
9 Month Faculty	97.6%
Executive Faculty	100%
Post Doc and Fellows	100%
Totally Regular Faculty	98.5% = Total Completion Percentage

- Our final totals for the 2018 calendar year will not be completed until early spring 2019, as our deadline for our faculty and staff to take this course, is December 31, 2018.
- Pursuant to the agreement, UNM is providing interactive and intensive in-person training on the prevention of sexual harassment and misconduct, and our policies and procedures regarding Title IX complaints, to thousands of students on the campus. In March 2017, all UNM students were notified by email about the mandatory training requirement. The notice was also disseminated through UNM’s website and social media outlets.
- The in-person training program, entitled “*The Grey Area*,” is approximately 1.5 - 2 hours in length and is comprised of two sessions – a large group session and a smaller, interactive session. In the sessions, students examine the interconnected issues of dating and domestic violence, sexual violence, bystander intervention and consent, through a variety of discussions and supportive materials.
- In the spring of 2017, UNM began providing the mandatory, in-person, interactive training to all students at UNM. This includes freshmen, new graduate students and incoming transfer students. UNM also started providing training to existing students. These trainings are being offered across campus at varying times and locations.
- This has continued into 2018 for all new freshmen, new graduate students and incoming

transfer students.

A summary of our student training efforts to date (*see note below):

- (First Year Training Efforts) Since March 24, 2017 and October 16, 2017, 76 undergraduate training sessions were completed and 13,982 undergraduates have been trained (including New Student Orientation for 2015, 2016, 2017, spring and summer 2017).
- (Second Year Training Efforts) Since October 16, 2017, 111 undergraduate training sessions have been completed with 7,661 undergraduates being trained (including New Student Orientation for spring and summer 2018).
- (First Year Training Efforts) Sessions for “*The Grey Area for Graduate and Professional Students*” training programs began in June 2017. Between June 2017 and October 16, 2017, 50 graduate and professional training sessions have been completed and 1,954 graduate and professional students trained.
- (Second Year Training Efforts) Since October 16, 2017, 101 graduate and professional training sessions have been completed and 3,700 graduate and professional students trained.
- (Third Year Training Efforts) Thirty-eight (38) sessions are scheduled for fall 2018.
- (First Year Training Efforts) From spring 2017 to October 2017, 1,527 students had received the “*The Grey Area*” training at Gallup, Los Alamos, Taos and Valencia (UNM Branch Campuses).
- (Second Year Training Efforts) Since October 2017, 1,372 students have received the “*The Grey Area*” training at our UNM Branch Campuses.
- Attendance tracking is currently being tracked through a manual sign-in process for all in person training.

**First year = October 2016 – October 2017, Second Year = October 2017 – October 2018 and Third year = October 2018 – October 2019*

- All students who received “*The Grey Area*” in-person training in the summers 2015 - 2018 and are still enrolled at the university, will take “*Campus Clarity: Think About It*” online training modules during the 2018-2019 academic year.

UNM Specialized Training (2016 – 2018):

- The agreement requires that UNM personnel involved in processing, investigating, or resolving complaints of sexual misconduct receive additional training. This includes intensive and specialized training for Office of Equal Opportunity staff members, UNM Police Officers, and Dean of Students Office personnel who are likely to receive reports, investigate, and handle discipline involving sexual harassment and misconduct.
- Staff members at the UNM Police Department, Office of Equal Opportunity, and Dean of Students Office, have collectively participated in thousands of hours of training focused on Title IX, Trauma Informed Investigation, Inherent Bias, and Rape Crisis.
- In January 2017, UNM engaged Dr. Chris Wilson, a nationally known professional trainer, to conduct an intensive, multi-day training session relating to *Forensic Experiential Trauma Interview (FETI) within the Sexual Assault Investigation Response*, for numerous university employees. This training enables response staff to gather evidence more effectively and better understand the traumatized person’s experience.
- In early 2017, the UNM Ombuds Office developed a Supportive Listening Presentation for UNM Faculty and Staff. Supportive Listening 101:

Listening and Responding Supportively to Accounts of Sexual Misconduct - In this 30 minute presentation, you'll learn the essential DOs and DON'Ts for listening supportively without causing unintentional harm. Supportive Listening 101 is an introduction to basic tools to help you foster a safe and supportive environment for those speaking up about sexual violence and misconduct.

Since its development, the Ombuds Office has done 32 presentations for 695 people on the UNM Campus

- In October 2017, UNM provided a “Neurobiology of Trauma” training by Dr. David Lisak. For the past 30 years, Dr. Lisak has been the premier researcher in the area of sexual and gender-based violence on college campuses, having conducted his research out of the Psychology Department at University of Massachusetts. Dr. Lisak also offered a condensed version of the “Neurobiology of Trauma” training for Interim President Chaouki Abdallah, Vice Provost Rich Wood, a member of the board of regents, and several staff members from the Office of the Provost.
- In October 2017, UNM provided a workshop on Addressing Ableism in Anti-Violence Prevention. A workshop to address how to assist either individuals who have hidden or visible disabilities.

- In November of 2017, UNM Hosted a Clery Training Conference. This conference informed participants on how to fully comply with the federal Clery Act.
- In November of 2017, UNM hosted a training held by (Sheehan and Sheehan Law Firm) on Workplace Investigations. This workshop taught UNM Deans, Faculty and Staff on how to properly investigate workplace incidents.
- In January of 2018, UNM Hosted a Respondent Training Session. This session allowed participants to understand how to properly and fairly work with respondents (those whom the concerns have been lodged against) in cases of sexual misconduct.
- Helen Grant (Title IX Consultant) February 2018 – contracted out by UNM Athletics to assess compliance with Title IX.
- During the late spring of 2018, the UNM Ombuds Office Developed a presentation on So, I have to report. So, I have to Report is:

In this 30-minute presentation, you will learn what to say to let someone disclosing sexual misconduct know that you are a Responsible Employee (RE). According to the Dept. of Education, REs include UNM Faculty, Staff, Teaching Assistants, and Graduate Assistants. This designation requires that any report of sexual misconduct made must be reported to the Office of Equal Opportunity.

Since it has been developed, the Ombuds Office has delivered five presentations to 86 staff members.

- Athletics Compliance Office (August 2018) – Spoke with all teams about UNM's Hazing Policy. Additionally, all athletes are required to sign Hazing Policy Forms prior to participation
- Alan Berkowitz Bystander Training (September 5, 2018) – Mr. Berkowitz trained approximately 60 people on bystander intervention theory and practice.
- Speak About It Bystander Training (September 6, 2018) – The LoboRESPECT Advocacy Center hosted Speak About It - a college touring performance group whose show centers around true stories about sex, sexuality, healthy relationships, consent and boundaries - several topics discussed through the Grey Area.
- Dan Beebee Group (September 2018) – Spoke to all student athletes about prevention of harassment, discrimination, retaliation and sexual misconduct.

- UNM’s Ombuds Services for Staff, which is a university office dedicated to supporting efforts of UNM employees to improve communication and collaboration in the workplace, has developed a workshop for responsible employees on listening and responding constructively when approached with a report of sexual misconduct. The workshop entitled “Responsible Listening” is approximately three (3) hours in length and is provided in-person.
- In the past year (October 2017 to present) The Office of Equal Opportunity did 19 trainings for 470 (Students, Faculty and Staff)

Policies, Procedures & Practices (2016 – 2018):

- The agreement requires changes to several of UNM’s policies, procedures, and practices relating to sexual harassment and misconduct. Prior to the start of the Department of Justice investigation, UNM drafted a new comprehensive policy on sexual violence, which was issued as University Administrative Policy (UAP) 2740: Sexual Violence and Sexual Misconduct, on May 15, 2015. UNM has been working on revisions to UAP 2740. The Office of Equal Opportunity also made significant edits to UAP 2720: Equal Opportunity, Non-Discrimination, and Affirmative Action, to address the Department of Justice and other concerns. These policies (UAP 2720 and UAP 2740) will go out for comment in late fall or early spring and at that time, UAP 2730: Sexual Harassment will be rescinded. **Update:** UAP 2720 and 2740 were revised effective 2/26/2018 to reflect needed changes.
- UNM’s interim president had convened a Presidential Task Force related specifically to identifying responsible employees at UNM and the requirements, under policy, of those employees who end up not being identified as responsible employees. This task force may suggest changes to UAP 2740, with the input of faculty, staff and students. **Update:** In January of 2018, this task force recommended that the policy be changed to indicate a shorter list of responsible employees and require all other employees to support individuals and provide them with resources; and proposed a timetable for policy changes and corresponding training. President Stokes is pursuing what the potential next steps may be, based on these recommendations.
- As part of the agreement, UNM has improved its procedures to provide reliable, prompt, and impartial investigation, adjudication, and appeal of all complaints of sexual harassment and misconduct.
- The Office of Equal Opportunity’s revised procedures and guidance documents are clear and effective, and intended to streamline the manner in which the office investigates claims that are raised. This better aligns the university’s procedures with the recommendations from the Department of Justice. Newly adopted (in June 2016) Office of Equal Opportunity procedures include:

- Discrimination Claims Procedure;
 - Checklist for Formal Investigation Process – Individual; and,
 - Checklist for Formal Investigation Process – Departmental.
- On November 1, 2016, the UNM Police Department adopted a written protocol, for all police officers who respond to or investigate allegations of sexual assault, requiring training at least annually.
 - Dean of Students Office procedures adopted in 2017 include:
 - Supportive measures, such as academic and administrative measures; and,
 - Safety measures, such as interim bans and no contact directives.
 - New guidance documents improve regular communication between UNM Units.
 - The UNM Police Department and the Office of Equal Opportunity finalized a Memorandum of Understanding detailing how they will work together on sexual harassment and misconduct cases;
 - The Dean of Students Office and the Office of Equal Opportunity finalized a Memorandum of Understanding describing how they will work together on sexual harassment and misconduct cases; and,
 - The UNM Police Department has developed a system for consistent referrals of sexual harassment and misconduct cases to UNM’s Title IX Coordinator.
 - UNM has started to implement new internal reporting systems to record crucial information involving the investigation of sexual harassment and misconduct matters.

Staffing Changes/Updates (2016 – 2018):

- UNM has a Title IX Coordinator and five (5) Civil Rights Investigators who work in the Office of Equal Opportunity on sexual harassment and misconduct matters. Although two of the investigator positions were temporary, UNM established permanent funding in next year’s budget for these positions. In addition, a new Administrative Assistant was hired in the Office of Equal Opportunity to assist with data collection and input, quality assurance of data, and administrative tasks to support investigators.
- In 2017, UNM’s Dean of Students Office hired two (2) Trainers/Advocates to assist with “*The Grey Area*” in-person student training effort and to provide support and advocacy through the LoboRESPECT Advocacy Center. With this addition, the Dean of Students Office now utilizes seven (5) Advocates – five (5) in LoboRESPECT.
- In 2017, UNM’s Women’s Resource Center (WRC) hired a new director, and in 2018, the Center was moved to report directly to an Associate VP in Student Affairs, rather than the

Dean of Students Office. The center is a place of advocacy, support, and safety for all members of UNM and the greater community. The Women’s Resource Center also hired a gendered violence program coordinator who, in collaboration with the Education Coordinator at the LoboRESPECT Advocacy Center, designed a program to provide peer educators with tools, knowledge, and skills-based workshops on the following topics: sexual violence prevention, hate, bias and discrimination prevention, alcohol and substance abuse, suicide prevention, and bystander intervention. In addition, the center added an academic advisor one (1) day a week so students can receive academic support in the same safe space they are receiving other support services.

- Respondent Support Services (RSP) - The University of New Mexico aims to create a safe learning environment for all students. Should the Office of Equal Opportunity identify a student as a respondent during an investigation, respondents are encouraged to contact the Dean of Students Office to inquire about Respondent Support Services. The RSP’s are a trained resource person at the University of New Mexico. These individuals undergo extensive training to be able to assist respondents with navigating the investigation process. These individuals are able to offer near equivalent services to respondents in order to alleviate the impact of an investigation on their educational experience at UNM. These individuals undergo FETI training, as well as Title IX procedure, DOS conduct procedure, and student rights training. Services an RSP might offer include:
 - Attend meetings (investigative conversations, housing removal/relocation discussions, resolution agreement discussions, e.g.) as a support person;
 - Review documents and materials from investigation, final report, and sanctioning decisions as requested;
 - Manage academic, housing, access to dining facilities and interim safety measures as requested by respondent;
 - Provide information and referral to university and community based resources for additional support needs;
 - Supporting and connecting respondents with on-campus and off-campus resources;
 - Assist with Academic Supportive Measures;
 - Provide general support and a safe listening space.

- Complainant and Respondent Support Services – The same supportive services mentioned above have been available for a number of years for both complainants and respondents, although the respondent support has recently become more formalized to add advocates for respondents.

- Campus-wide deputy Title IX coordinators were established in 2017, in order to formalize the work being done in Title IX Compliance and ensure that each area on campus is being served fully. The new deputy Title IX coordinators are found in Human Resources, the Office of the Provost, Athletics, and Residence Life and Student Housing. UNM's interim president provided the catalyst and support for these leaders to be recognized formally across campus.
- During the summer of 2018, a new HSC Compliance Director was selected.
- During the summer of 2018, the Office of Equal Opportunity (OEO) was given permission to do an office reorganization, due to the significant rise in intakes this office receives. OEO has added an Associate Director and another compliance Manager, to assist in their responsibilities to campus.

Campus-wide Efforts (2016 – 2018):

- UNM receives suggestions on improving the campus climate through climate surveys:
 - During Spring Semester 2016, UNM conducted a Main Campus campus-wide climate survey to make sure that UNM is serving the student population regarding campus climate. The results are located at <http://oee.unm.edu/title-ix/campus-climate-survey.html>. In particular, the results of this climate survey concluded that a majority of students generally knew that UNM had a policy prohibiting sexual misconduct and recognized where to get help on campus.
 - During Spring Semester 2017, UNM conducted two campus climate surveys.
 - At UNM's branch campuses, the National Campus Climate Survey (NCCS) was utilized, through a vendor, SoundRocket. The survey ran for approximately four (4) weeks, with five (5) email reminders and assistance from each branch campus to promote the survey and provide incentives for participation. The response rate total for all campuses was 17%, which is slightly above the national average (15%) for commuter campuses.
 - Also during Spring Semester 2017, for UNM's main campus, OEO, in collaboration with a UNM faculty principal investigator and the University of Kentucky, used the Multi College Bystander Efficacy Evaluation (McBee). The survey ran for approximately four (4) weeks with one (1) email reminder and multiple incentives for participation provided by the University of Kentucky. The response rate total for this survey was 10%, which is less than ideal for a survey of this kind. Given the low response rate and narrow parameters of the study itself (Main Campus students, aged 18-

24, only taking on-campus classes), it is important to review the results of this survey through that lens.

- In spring of 2018, UNM UNM did a McBee Climate Survey, to survey the campus climate on the UNM Campus for 2017 – 2018 Academic Year. This survey was sent to 5,556 undergraduate students. There were 786 eligible students and 81% completed or partially completed the survey. Some highlights include:

**Receipt and Helpfulness of Primary
Bystander Programs**

Program	Heard of It	Received It	Helpful
University Specific	557 (87%)	472	200
Green Dot	31 (5%)	10	2
Haven	24 (4%)	10	4
It's On Us	148 (23%)	62	23
Step Up	95 (15%)	32	14
Think About It	76 (12%)	50	22
Another Bystander Program	9 (1%)	9	7

○ **Sexual Violence and Dating Violence Experiences Academic Year 2017 - 2018**

For this academic year, reported rates of perpetration involving physically forced sex, sex when the person was unable to consent and harm or threats of harm to a n intimate or dating partner were low (less than 2%).

- In February 1, 2017, UNM implemented a Monitoring Program to assess the effectiveness of its efforts to prevent and address sexual harassment and retaliation and to promote a non-discriminatory school climate. These efforts include continued campus climate surveys on sexual misconduct, evaluations of student and staff/faculty trainings, and focus groups with students to qualitatively assess how UNM can improve reporting and responding to incidents of sexual misconduct and retaliation.
- In August 2017, UNM updated the LoboRESPECT website. This website includes comprehensive information on UNM's prevention education efforts and programs, services and support for victims of sexual misconduct, and policies.
- Starting in the summer of 2017, all LoboCard IDs now display the contact information for the UNM Police Escort Service and the LoboRESPECT Advocacy Center on the back of each card.

- In September 2017, during Campus Safety Week, UNM’s interim president issued a campus-wide message focused on preventing sexual misconduct on the campus. In addition, the interim president participated in the Annual Campus Safety Walk.
- In September 2017, UNM hosted national speaker, Kate Harding, for a campus-wide talk. Harding addressed the myths of rape culture in her lecture, “Taking Down Rape Culture.” Her lecture came during UNM’s Campus Safety Week and National Campus Safety Awareness Month.
- For Domestic Violence awareness (2017 – 2018), the LoboRESPECT Advocacy Center hosted the following events:
 - Apples for Awareness 10/10/17
 - Paint the Campus Purple chalking event 10/18/17
 - Volunteer for Valencia 11/1/17
 - Taking Strides to End Domestic Violence w/ Alpha Chi Omega 11/18/17
 - The Pack Goes Purple Basketball Games, Women’s 1/17/18 and Men’s 1/20/18
- For Sexual Assault Awareness Month Social Media Outreach (2018), the LoboRespect created the following:
 - SAAM Teaser Week Packet 3/16/18
 - March into SAAM Packet 3/23/18
 - Consent Packet 3/30/18
 - Supporting Survivors Packet 4/6/18
 - Active Bystander Packet 4/13/18
 - On & Off Campus Resources Packet 4/20/18
- For Sexual Assault Awareness Month Events (2018), LoboRESPECT hosted the following:
 - Farm Worker’s Awareness Month SAAM collaboration with UNM CAMP, Film showing: “Rape in the Fields” and subsequent panel, 4/2/18
 - Sheer Empowerment event in collaboration with ASUNM 4/13/18
 - UNM Baseball SAAM Awareness Game 4/21/18
 - Tabling at SHAC Condom-Mint Event 4/26/18
- In September 2018 – the new UNM President assisted with the Annual Campus Safety Walk and other Safety Week events.

Faculty Efforts:

- Faculty offer a variety of courses that directly address topics of relationship violence and/or

sexual misconduct, including undergraduate and graduate level courses, across the UNM campus, including the Health Sciences Center and the School of Law.

- UNM faculty has been very engaged in improving the campus environment. In the fall of 2016, UNM faculty members created Faculty for a Sexual Assault Free Environment at UNM (Faculty SAFE UNM) to focus on the execution of the DOJ agreement and/or prevention of sexual harassment and misconduct at UNM. Faculty SAFE UNM has a core group of approximately 20 faculty members and more than 60 others, who monitor the work of the group.
- Representatives of Faculty SAFE serve on both Policy Office and Title IX committees, where they play an active and collaborative role in the development of UNM policies on sexual harassment and misconduct.
- In November 2016, the Faculty Senate passed a Resolution Regarding Faculty Reporting Obligations at The University of New Mexico, found at <https://facgov.unm.edu/ResolutionsList.html> . This resolution affirmed the faculty’s role in fostering awareness of sexual violence and supporting students and other members of the campus community impacted by sexual violence, recommending that most faculty and staff be exempted from the obligation to report.
- In February 2017, Faculty SAFE UNM, in cooperation with the Feminist Research Institute, the Health Sciences Center Faculty Council, and OEO, hosted Dr. Jennifer Freyd from the University of Oregon for a keynote lecture. Dr. Freyd met with faculty, administrators, staff, and police engaged with Title IX compliance, as part of Faculty SAFE UNM’s efforts to strengthen research-based responses to sexual harassment and violence at UNM.
- In October 2017, UNM Professor Elizabeth Hutchison presented a talk at Columbia University as part of a forum titled “Beyond Prevalence: The Next Generation of Research on Campus Sexual Assault” as part of the “Reframing Gendered Violence” series hosted by CU’s Center for the Study of Social Difference. The Center is grounded in the idea that a consensus has emerged that campus sexual assault is a serious public health problem, and that innovative and effective prevention requires research that both includes and extends beyond simply measuring the scope of the problem.
- Faculty have spearheaded efforts to increase research on sexual violence and gender inequality at UNM, by bringing the CDC-funded University of Kentucky Multi-College Bystander Efficacy Evaluation study to UNM from 2017 to 2019. A second study, funded with seed money from the Office of the VP for Research and led by a faculty PI in Political Science, examines the effects of the Grey Area training on student awareness of sexual

assault and gender norms. As part of the training study, in February of 2018, researchers held a Campus Research Workshop on Sexual Assault and Harassment on College Campuses: Problems, Solutions, Analyses and Participants. The workshop included public presentation by the UNM Group as well as invited researchers – Leila Wood (UT Austin), David Singer (MIT), Justin Tinkler (U. of Georgia) and Francesca Jensenius (NUPI).

Web Resources:

- LoboRESPECT is the name of UNM’s comprehensive approach to preventing and responding to sexual violence in the campus community. The LoboRESPECT website includes information on UNM’s prevention education efforts and programs, services, and support for victims of sexual violence, our policies and sanctions, and much more. The website can be found at: <http://loborespect.unm.edu/about.html>
- Information about “*The Grey Area*” in-person student training program for the prevention of sexual harassment and misconduct and policies and procedures regarding Title IX complaints is located at: <http://thegreyarea.unm.edu>. Additional dates and times will be listed, as they become available. Many departments and colleges across campus will be hosting additional training sessions.
- Newly adopted Office of Equal Opportunity procedures can be found at: <https://oeo.unm.edu/index.html>
- Notices and information about UNM’s Title IX Coordinator have been widely disseminated to the university community. Additional information regarding the Title IX Coordinator is located at: <https://oeo.unm.edu/title-ix/index.html>
- Additional information about Faculty SAFE UNM can be found at: <https://facultysafeunm.wordpress.com/about/>

Conclusion:

“We take pride in seeking, discovering, and creating better ways to understand and respond to our world but our efforts will only be successful if everyone participates. What we say and do, and what we represent as a university, transcends any individual or group, and becomes a true and long-lasting part of who we are as an institution.”

UNM President Garnett Stokes

For additional information, please contact:

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UNM Police Department

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UNM Dean of Students Office

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