STAFF AND FACULTY GUIDE:
SEXUAL MISCONDUCT/TITLE IX DISCLOSURES

WHAT IS TITLE IX?
Title IX prohibits sex discrimination in educational settings, including both unwanted sexual attention and differential treatment. Title IX protects campus community members of all sexes, genders and sexual orientations, pregnant and parenting individuals, and those experiencing sexual harassment or violence. Title IX also prohibits retaliation. Title IX covers all aspects of educational and academic-related programming and prohibits sex discrimination. Importantly, Title IX prohibits sexual misconduct, which may affect the educational or campus environment. Please visit OEO for more information.

REPORTING RESPONSIBILITIES & OBLIGATIONS
Per University Administrative Policy 2740 UNM faculty, staff, student employees and anyone holding a UNM assistantship (Teaching, Graduate, Research, etc.) are considered responsible employees. This designation requires that any report of sex discrimination made to a staff or faculty member, or anyone holding a UNM assistantship must be reported to the Title IX Coordinator at the Office of Equal Opportunity within 24 hours. Sex discrimination includes sexual harassment, sexual misconduct, and sexual violence. More information can be found at Policy 2740.

CONTACT TITLE IX COORDINATOR
For more information regarding Title IX and reporting requirements, you may contact the Title IX Coordinator, Angela Catena, at acatena@unm.edu or 505-277-5251

Common Questions
I have a UNM Faculty, Staff, or Student that I am concerned about, who has not disclosed an incident, what should I do?
If you are unsure how to support a Faculty, Staff, or Student, then you can contact one of our advocacy centers or Ombuds Services for employees to gain resources and guidance on next steps. Advocates and Ombuds are confidential, yet distinct services that will try to respond to your questions, requests and queries.

I am a faculty or staff member and have been informed of an issue regarding sexual misconduct. What do I do?
Before an individual discloses an incident to you, if possible, make them aware of your reporting obligations. If unable to inform the individual prior to disclosing, make sure you let them know after the disclosure of your reporting obligations. Drawing on the list below, make sure the person disclosing misconduct knows where they can go for resources and support, including confidential advocacy services. If you receive information about sexual misconduct or a Title IX-related concern, you must report this information within 24 hours (including the names of all parties) to the Title IX Coordinator by contacting the Office of Equal Opportunity (OEO) 505.277.525. Even if you are unsure that the information disclosed to you qualifies as a Title IX allegation, please contact OEO.

I have reported. Now what do I do for the student or employee?
If possible, we suggest connecting students to a confidential advocate and employees to Ombuds Services to ensure they are provided all the necessary information including but not limited to access or referral to mental health counseling, SANé exams, civil and University proceedings, academic & housing accommodations.

What is an Advocate, and what do they do?
Advocates provide confidential support, crisis response, accompaniment, and referral services. They typically focus on supporting victims through court proceedings, medical/investigative procedures, meetings with law enforcement officials, and/or other related processes, as requested by the affected party.

Is there anything I can do to better prepare myself for receiving disclosures?
Yes. UNM’s Ombuds Services has created tailored trainings on Listening and Responding Supportively to Disclosures of Sexual Misconduct. Receiving disclosures can be difficult and negatively affect the listener; direct support for staff and faculty is provided by Counseling and Referral Services (CARS). Please see contact information for both departments listed below.

What is Ombuds Services?
Ombuds Services is a confidential, informal, and neutral resource where staff, faculty supervising staff and their co-workers can safely be heard and supported in getting information about resources to help meet their needs.

Confidential Advocacy and Support Locations
Advocates and support Professionals are these locations on campus where an impacted individual can speak anonymously to plan next steps and get support.

Student Resources
LoboRESPECT Advocacy Center
505.277.2911, loborespect.unm.edu
Advocates available to provide support, discuss options and provide interim measures for students.

LGBTQ Resource Center
505.277.5428, lgbtecunm.edu
Advocates are available to provide support and discuss options for students.

Vassar House Advocacy Center
505.277.3712
Advocates are available to provide support and discuss options for HSC students.

Women’s Resource Center
505.277.3716, women.unm.edu
Advocates are available to provide support and discuss options for students.

Student Health and Counseling
505.277.3736, shac.unm.edu
SHAC offers medical and mental health services for all enrolled UNM students who pay student activity fees.

Learning Environment Office (LEO)
505.272.7867, LEO website
Aims to increase exemplary behavior exhibited by teachers and staff and decrease the incidents mistreatment of UNM Medical Students.

Staff and Faculty Resources
UNM Ombuds Services
505.277.2993, ombudsforstaff.unm.edu
Provides confidential, independent informal and neutral support for staff, including faculty supervising staff.

Counseling and Referral Services
505.277.6866, cars.unm.edu
Provides counseling and safety planning services to UNM faculty and staff members.

LGBTQ Resource Center
505.277.5428, lgbtecunm.edu
Provides support and referrals for staff and faculty.

Women’s Resource Center
505.277.3716, women.unm.edu
Provides support and referrals to victims of sexual violence, domestic violence, dating violence and stalking.

*For additional mental health resources please visit mentalhealth.unm.edu
Advocates and support professionals are prepared to provide relevant outside community resources as needed.