



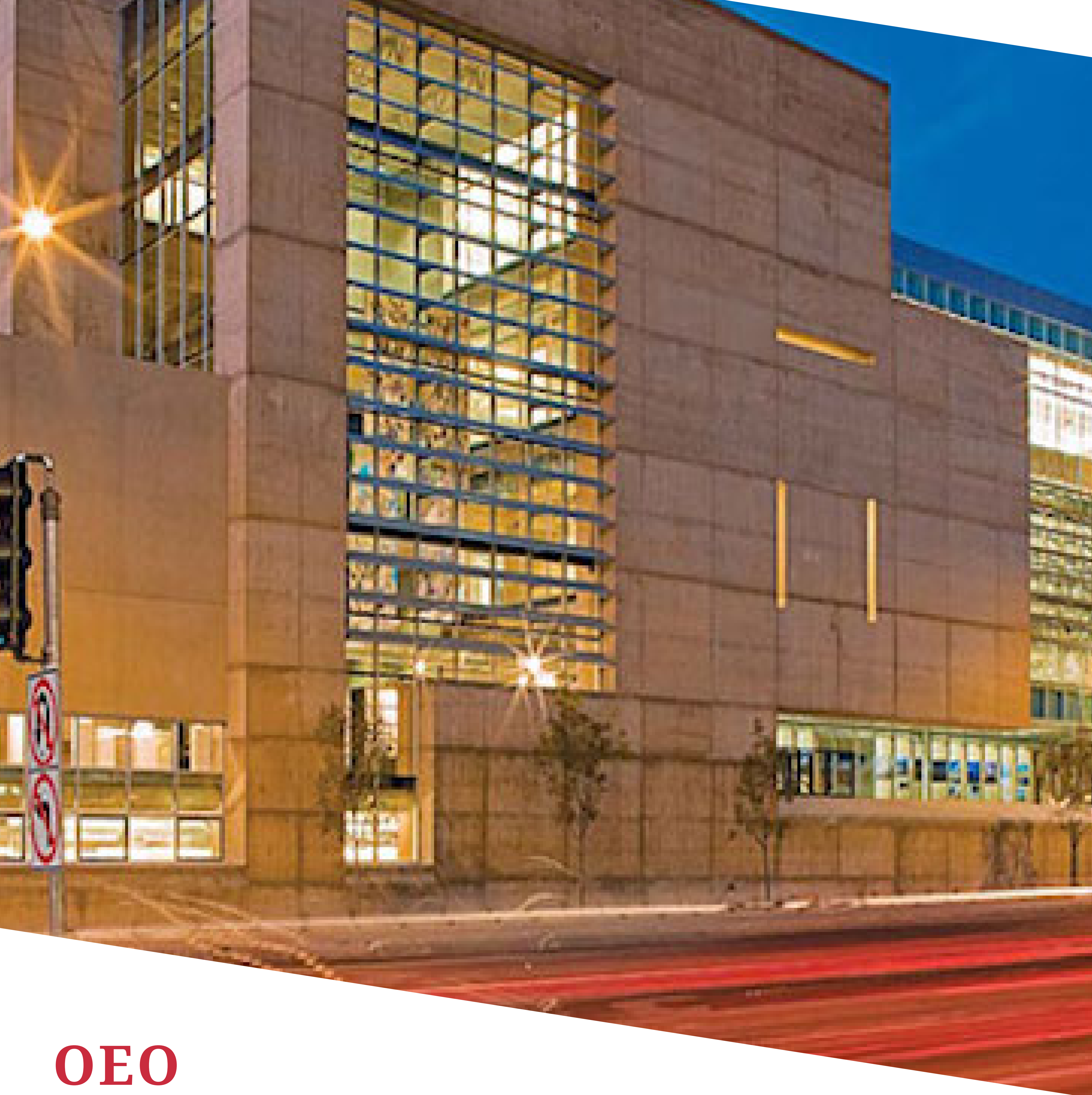
# Office of Equal Opportunity:

## Data Trend Analysis Report

This is a comprehensive data report that analyzes the data trends for multiple years of civil rights and Title IX complaints and investigations that the Office of Equal Opportunity has handled throughout the years.

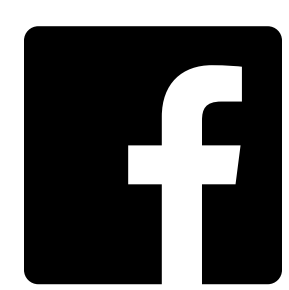
Created by: Rob Tafoya  
June 2019





# OEO Details

The UNM Office of Equal Opportunity investigates claims of discrimination based on a protected status, sexual harassment, and sexual misconduct. We also provide oversight of the University's compliance with Title VII, Title IX, the Clery Act, ADA accommodations, and affirmative action. We can provide training and education on all of these issues. We serve the entire UNM community and work with offices across campus to ensure the University's commitment to promoting equal access and treatment for all.



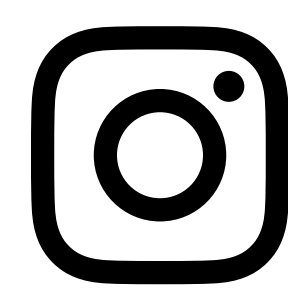
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<http://oeo.unm.edu>

# General Information And Specific Trends

Based upon the data analyzed for this report, the Office of Equal Opportunity has determined the following trends to be occurring:



The Office of Equal Opportunity has experienced a constant increase in complaints each year, with the highest increase occurring from 2015 to 2016 when the office experienced a 165.9% increase in reports.



In 2017, OEO began receiving and documenting all allegations of hate-bias incidents and hate crimes in conjunction with UNMPD. OEO will utilize this data to develop climate and civil rights training and identify “hot-spots” where hate-bias incidents more frequently occur.



In 2017, OEO created deputy Title IX Coordinators in Athletics, Human Resources, Provost’s Office, and Residence Life and Student Housing and the Health Sciences Center.



In 2018, OEO updated University Administrative Policy 2720 (Discrimination), 2740 (Sexual Misconduct), and 3110 (ADA Accommodation) to reflect best practices and updated civil rights law. OEO also translated policies 2720 and 2740 into Spanish, making the policies available to Spanish language speakers.



In 2018, OEO spearheaded and participated in several ADA initiatives. OEO updated University Administrative Policy 3110 (Accommodations for Faculty and Staff) and participated in the creation of a Universal Design Policy (5320).

## Takeaways

The Office of Equal Opportunity continues to look for ways to improve its services and promote a learning/working environment that is free of discrimination and harassment for all on campus.

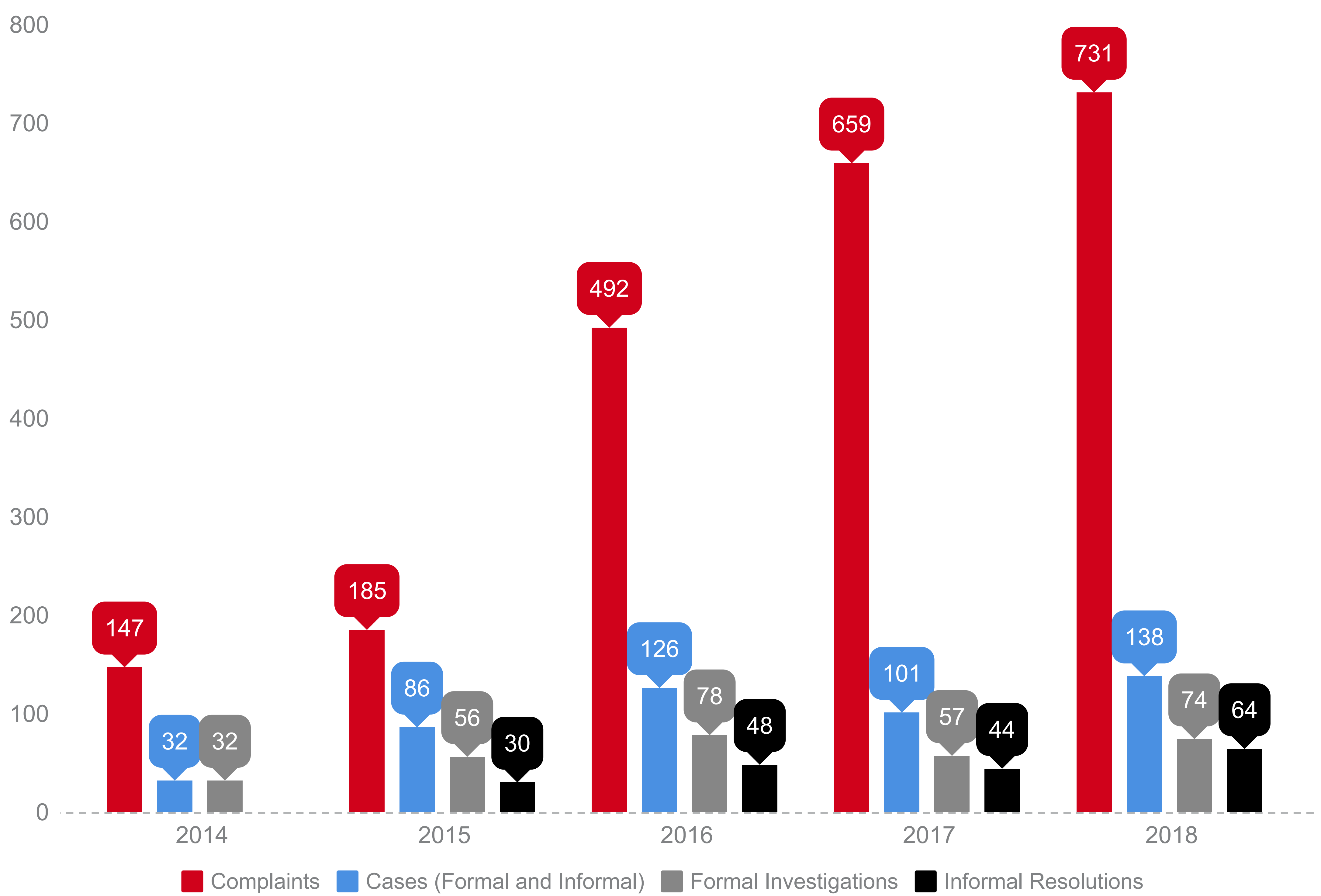


# Total Complaints Received: 2014-2018

This graph depicts the overall number of complaints received each year for the Office of Equal Opportunity. The data is aggregated further to indicate the number of formal/informal cases that were opened each year by the department.

OEO has increased its usage of informal resolution for complaints of discrimination and reports of hate-bias incidences. In cases where allegations are less severe or where a Complainant’s safety is not at issue, OEO has utilized informal resolution methods. Informal resolutions are non-punitive ways of discussing allegations of discrimination or hate-bias incidences and educating or dialoguing with the parties involved. Informal resolutions include education conferences, facilitated dialogues, and other training and methods. OEO monitors the environment after utilizing informal resolutions to ensure that climate has improved and the alleged behavior has stopped. OEO has successfully partnered with the Accessibility Resource Center, OMBUDS, and the Division for Diversity, Equity and Inclusion in facilitated dialogues with parties. This partnership has proven to be very successful in optimizing informal resolutions.

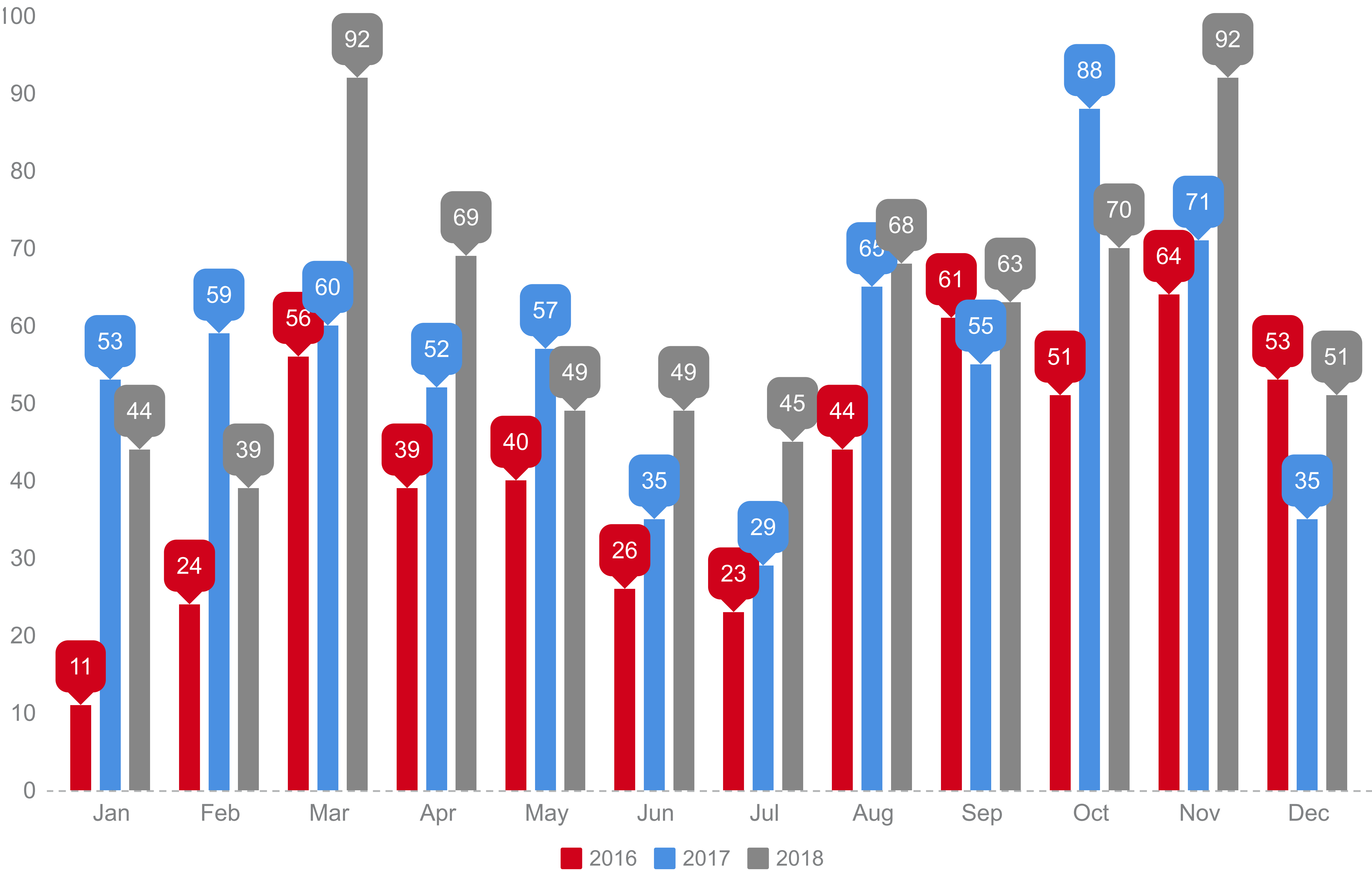
Caseload Trends



# Total Complaints Received by Month: 2016-2018

The Office of Equal Opportunity experiences times of the year where its caseload increases on a regular basis and other periods where the caseload decreases, relative to the months of the calendar year in which the reporting occurs in. The chart below depicts a monthly summation of the reports received by the OEO for each calendar year within the 2016-2018 date range.

Caseload Trends by Month

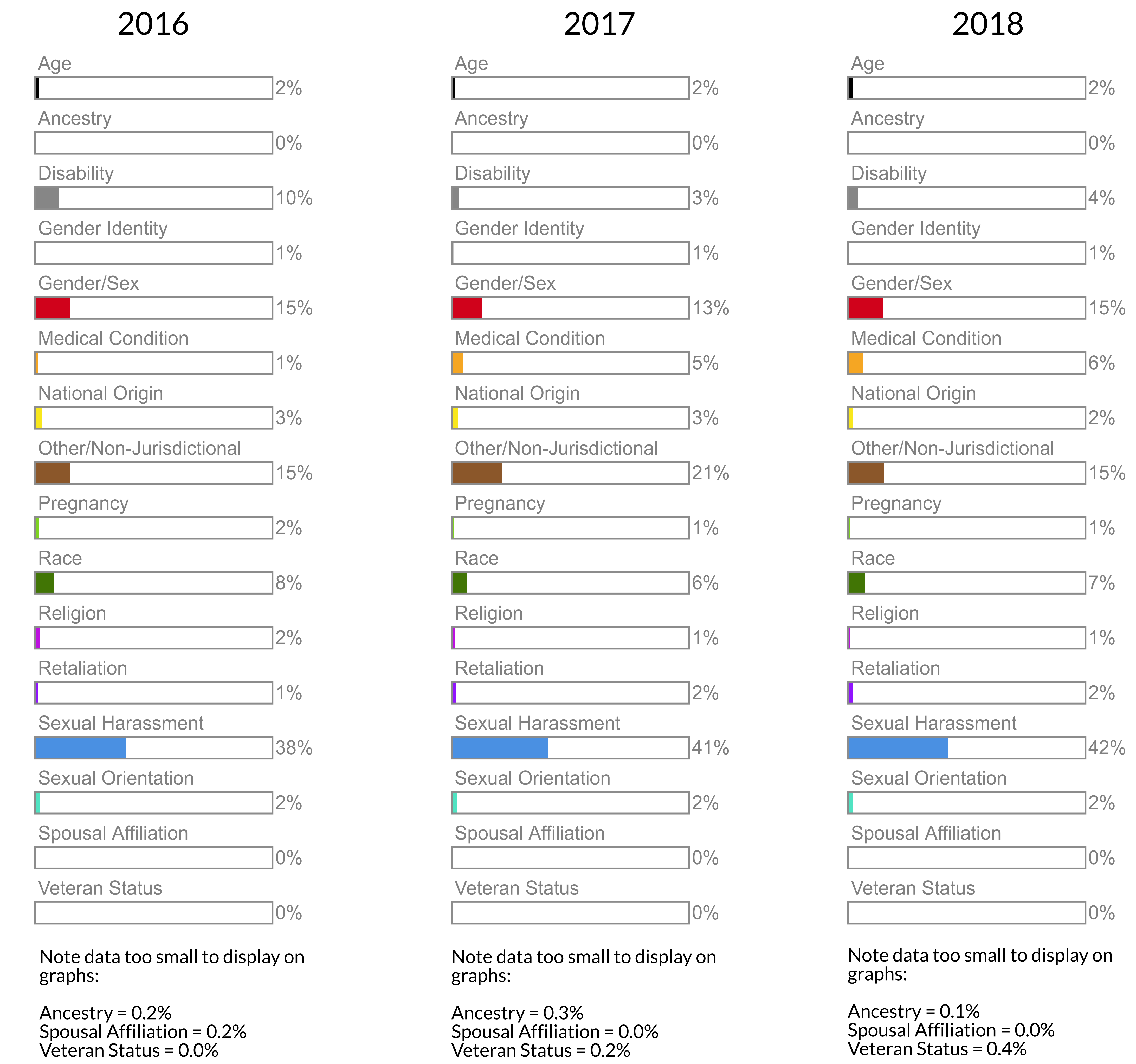


## Takeaways

The months of March, April, May, August, September, October and November consistently remain the highest reporting months each year. The months of January, February, June, July and December tend to be the months with the lowest amount of reports. OEO uses this data to analyze spikes in cases.

# Complaints by Type: 2016-2018

The following set of graphs depict the aggregate analysis of the total number of complaints received each year based upon the civil rights category/basis for the initial complaint.



## Takeaways

Sexual harassment and gender/sex based allegations are the most frequently reported complaints received by the OEO.

# Complaints by Type: 2016-2018

The following table details the total number of complaints received by the OEO which were previously depicted in the earlier charts.

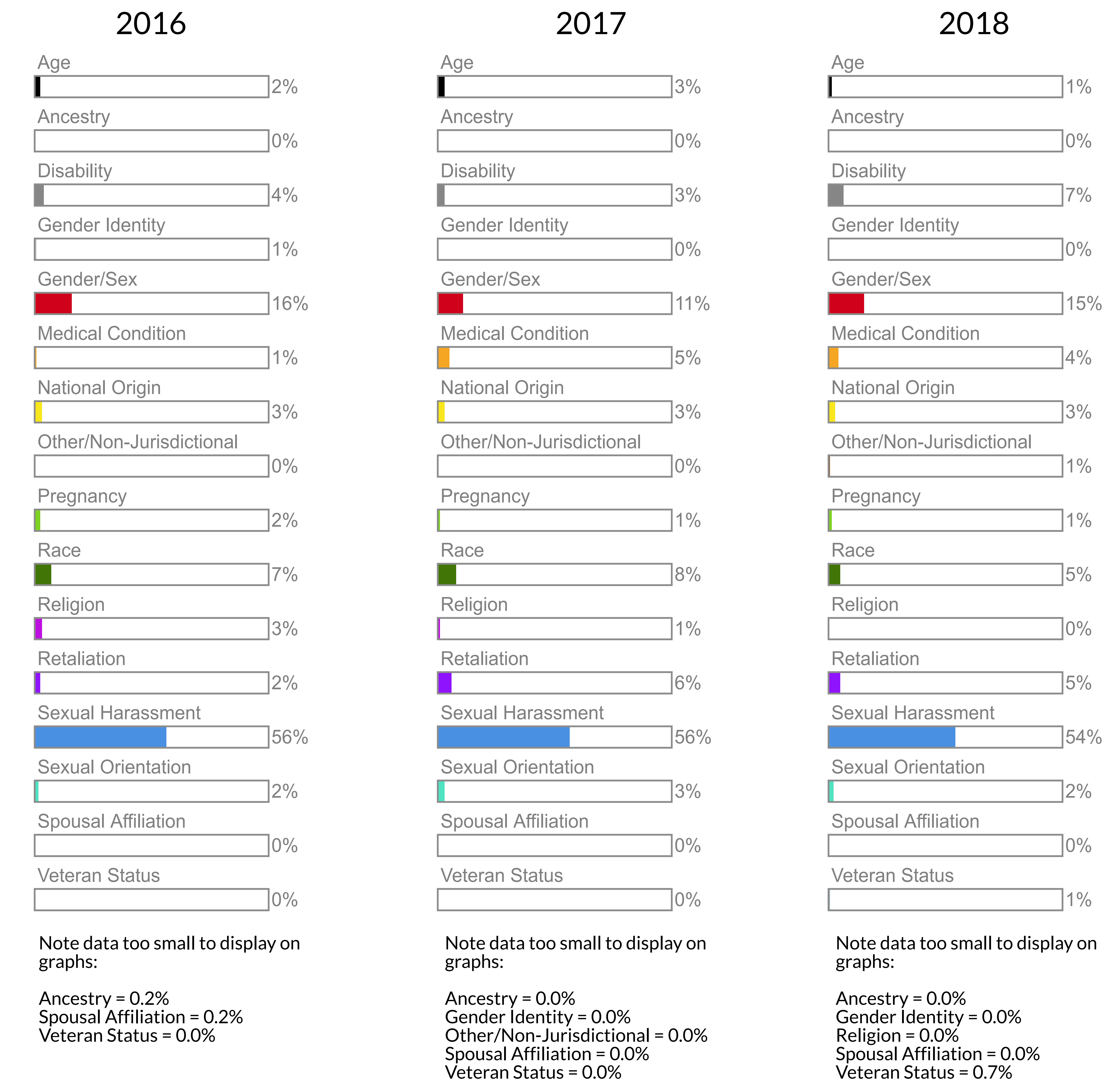
Complaints Data Table

	2016		2017		2018	
	#	%	#	%	#	%
Age	9	1.8%	10	1.5%	15	2.1%
Ancestry	1	0.2%	2	0.3%	1	0.1%
Disability	49	10.0%	19	2.9%	30	4.1%
Gender Identity	3	0.6%	5	0.8%	4	0.5%
Gender/Sex	73	14.8%	85	12.9%	109	14.9%
Medical Condition	6	1.2%	30	4.6%	46	6.3%
National Origin	15	3.0%	18	2.7%	14	1.9%
Other/Non-Jurisdictional	73	14.8%	139	21.1%	110	15.0%
Pregnancy	8	1.6%	6	0.9%	6	0.8%
Race	40	8.1%	42	6.4%	52	7.1%
Religion	10	2.0%	9	1.4%	5	0.7%
Retaliation	6	1.2%	12	1.8%	15	2.1%
Sexual Harassment	188	38.2%	267	40.5%	307	42.0%
Sexual Orientation	10	2.0%	14	2.1%	14	1.9%
Spousal Affiliation	1	0.2%	0	0.0%	0	0.0%
Veteran Status	0	0.0%	1	0.2%	3	0.4%



# Cases (Formal and Informal) by Type: 2016-2018

The following set of graphs depict the aggregate analysis of the total number of cases received each year based upon the civil rights category/basis for the initial complaint.



## Takeaways

Sexual harassment consistently accounts for over 50% of all cases handled by the OEO.



# Cases (Formal and Informal) by Type: 2016-2018

The following table details the total number of cases received by the OEO which were previously depicted in the earlier charts.

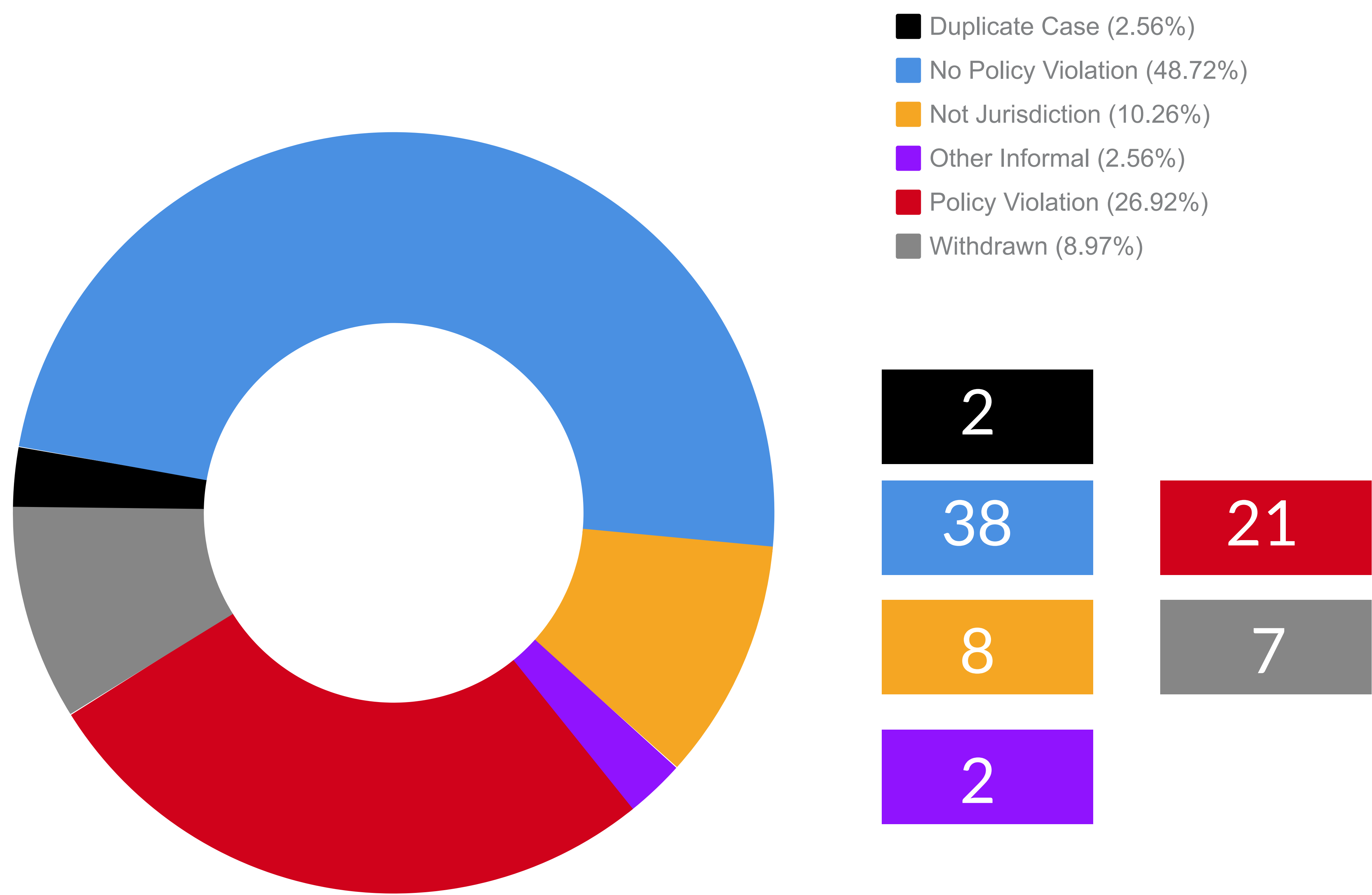
Cases (Formal and Informal) Data Table

	2016		2017		2018	
	#	%	#	%	#	%
Age	3	2.4%	3	3.0%	2	1.4%
Ancestry	0	0.0%	0	0.0%	0	0.0%
Disability	5	4.0%	3	3.0%	9	6.5%
Gender Identity	1	0.8%	0	0.0%	0	0.0%
Gender/Sex	20	15.9%	11	10.9%	21	15.2%
Medical Condition	1	80.0%	5	5.0%	6	4.3%
National Origin	4	3.2%	3	3.0%	4	2.9%
Other/Non-Jurisdictional	0	0.0%	0	0.0%	1	0.7%
Pregnancy	3	2.4%	1	1.0%	2	1.4%
Race	9	7.1%	8	7.9%	7	5.1%
Religion	4	3.2%	1	1.0%	0	0.0%
Retaliation	3	2.4%	6	5.9%	7	5.1%
Sexual Harassment	71	56.3%	57	56.4%	75	54.3%
Sexual Orientation	2	1.6%	3	3.0%	3	2.2%
Spousal Affiliation	0	0.0%	0	0.0%	0	0.0%
Veteran Status	0	0.0%	0	0.0%	1	0.7%

# Formal Investigations by Outcome: 2016-2018

The following set of graphs depict the aggregate analysis of the outcomes for all formal investigations conducted each year by the Office of Equal Opportunity.

2016 Formal Outcomes



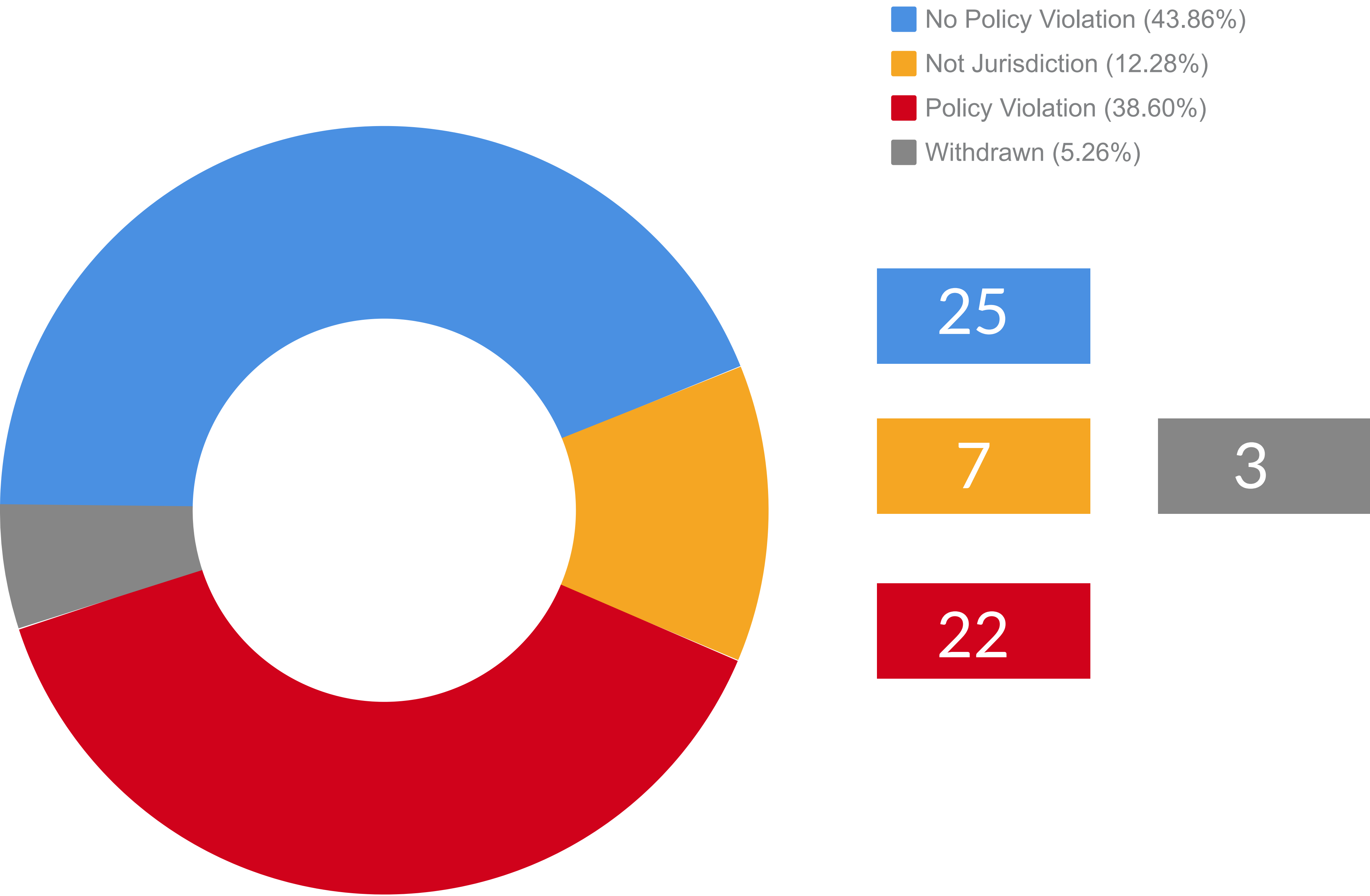
## Takeaways

In 2016, nearly 50% of all formal investigations resulted in No Policy Violation findings.

# Formal Investigations by Outcome: 2016-2018 Cont.

The following set of graphs depict the aggregate analysis of the outcomes for all formal investigations conducted each year by the Office of Equal Opportunity.

2017 Formal Outcomes



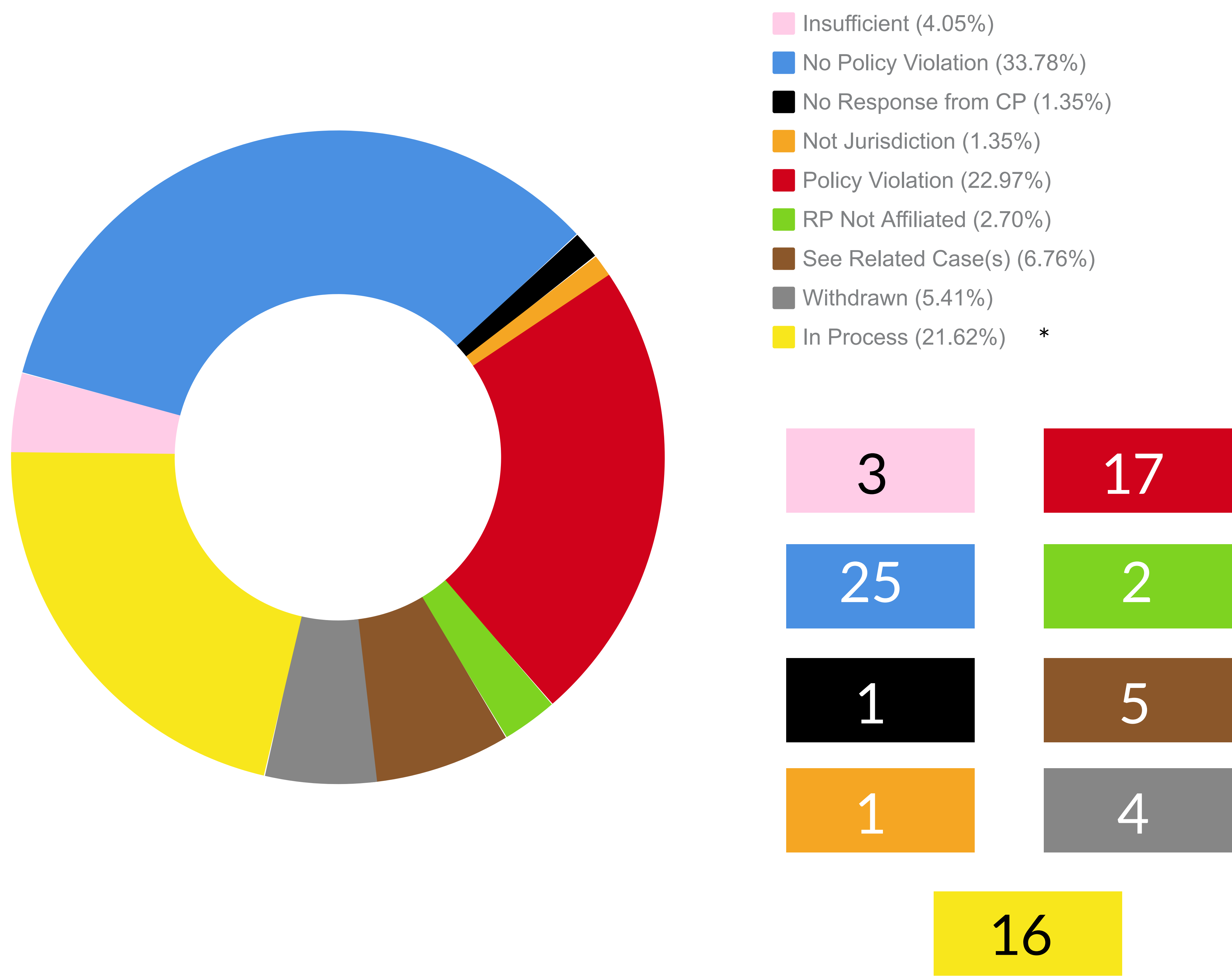
## Takeaways

In 2017, the findings of No Policy Violation and Policy Violation were relatively similar: 43.86% (NPV) and 38.60% (PV).

# Formal Investigations by Outcome: 2016-2018 Cont.

The following set of graphs depict the aggregate analysis of the outcomes for all formal investigations conducted each year by the Office of Equal Opportunity.

2018 Formal Outcomes



## Takeaways

In 2018, the OEO added new values to the EthicsPoint case management system in order to better track alternate outcomes of cases.

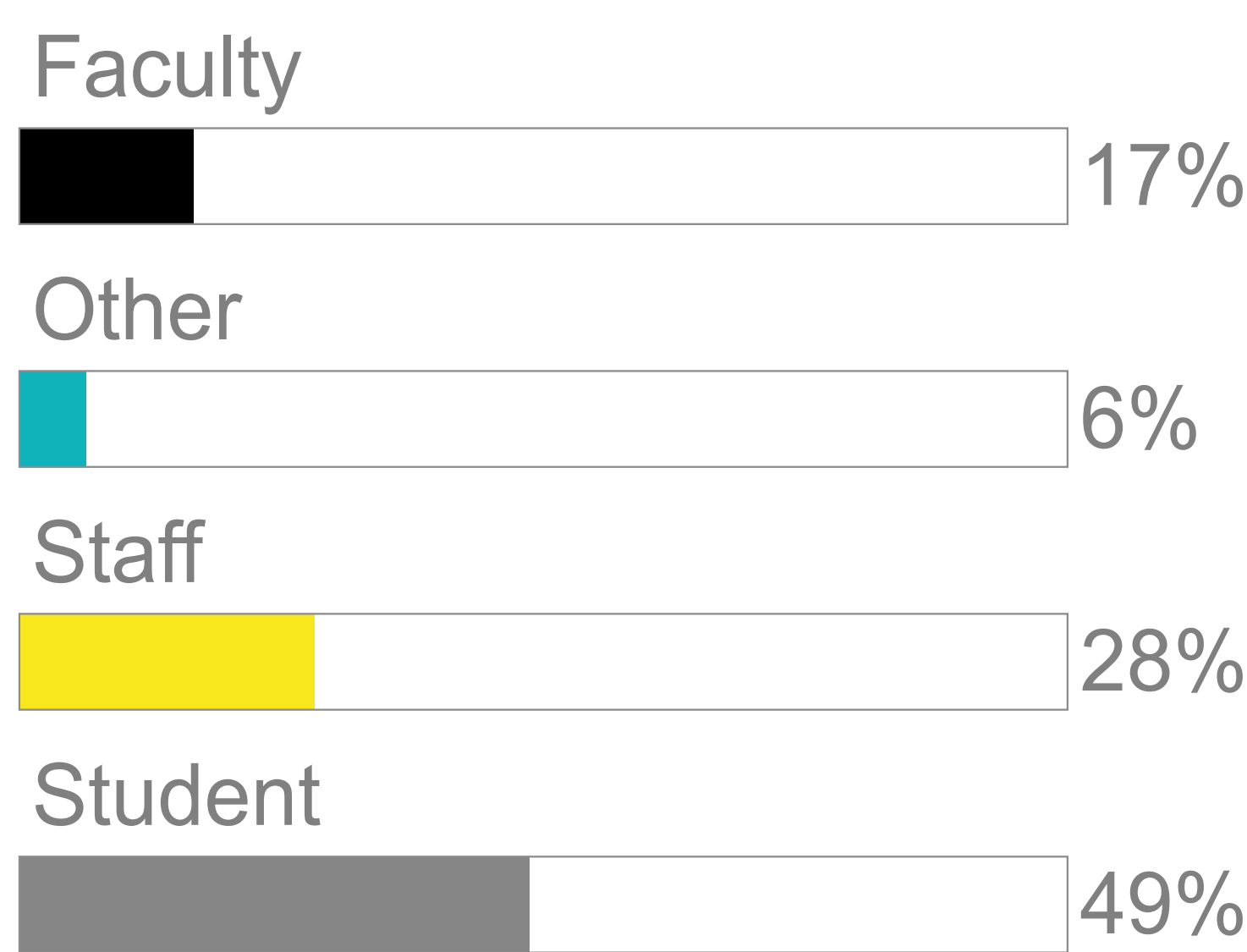
\* Final data will be calculated upon the completion of all formal investigations initiated in 2018.



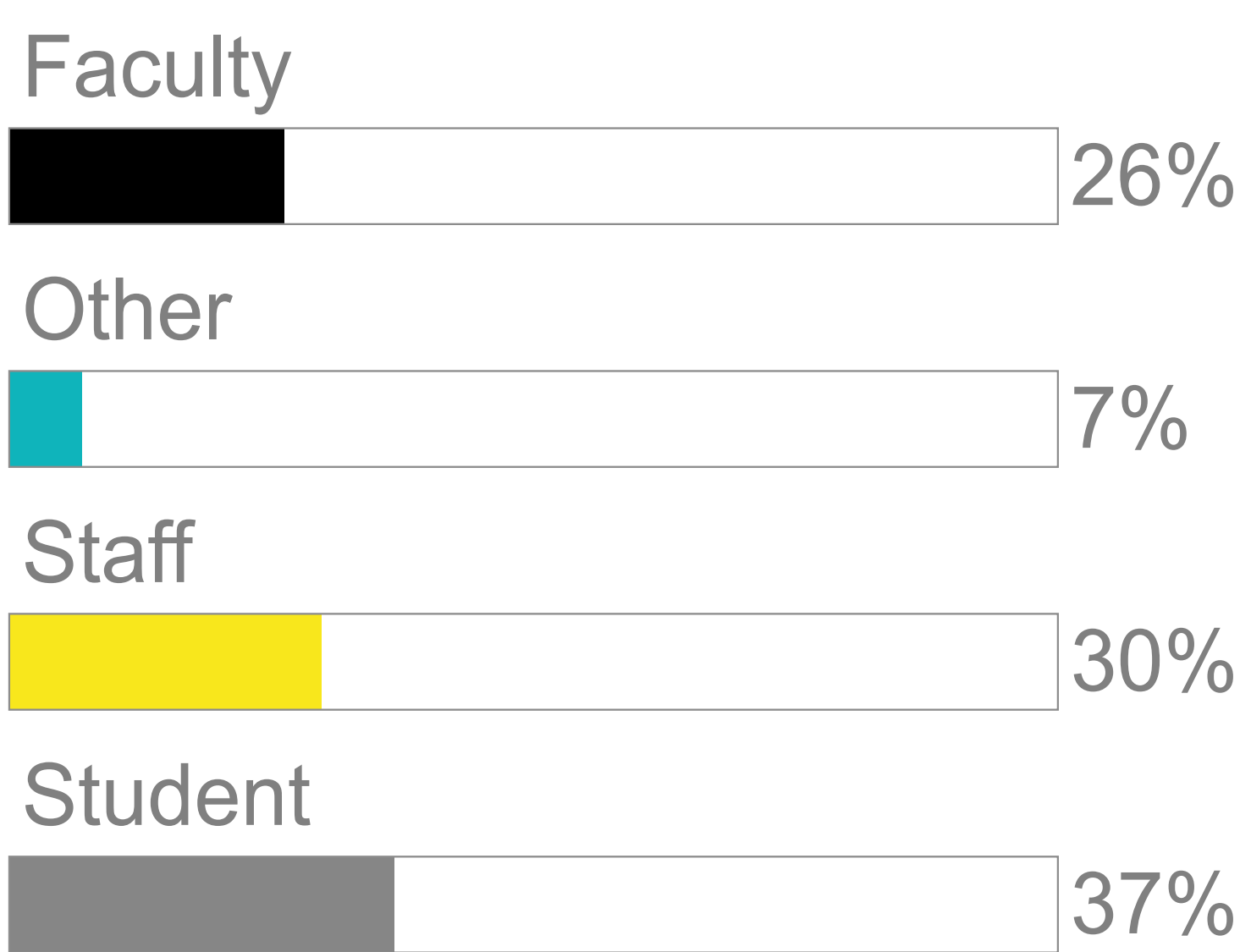
# Formal Investigations by Respondent Affiliation: 2016-2018

The Office of Equal Opportunity has jurisdiction over all complaints pertaining to students, staff and faculty misconduct in regards to civil rights or Title IX based allegations. The charts below depict the statistical breakdown of the affiliation of Respondents in all formal investigations conducted throughout the corresponding years.

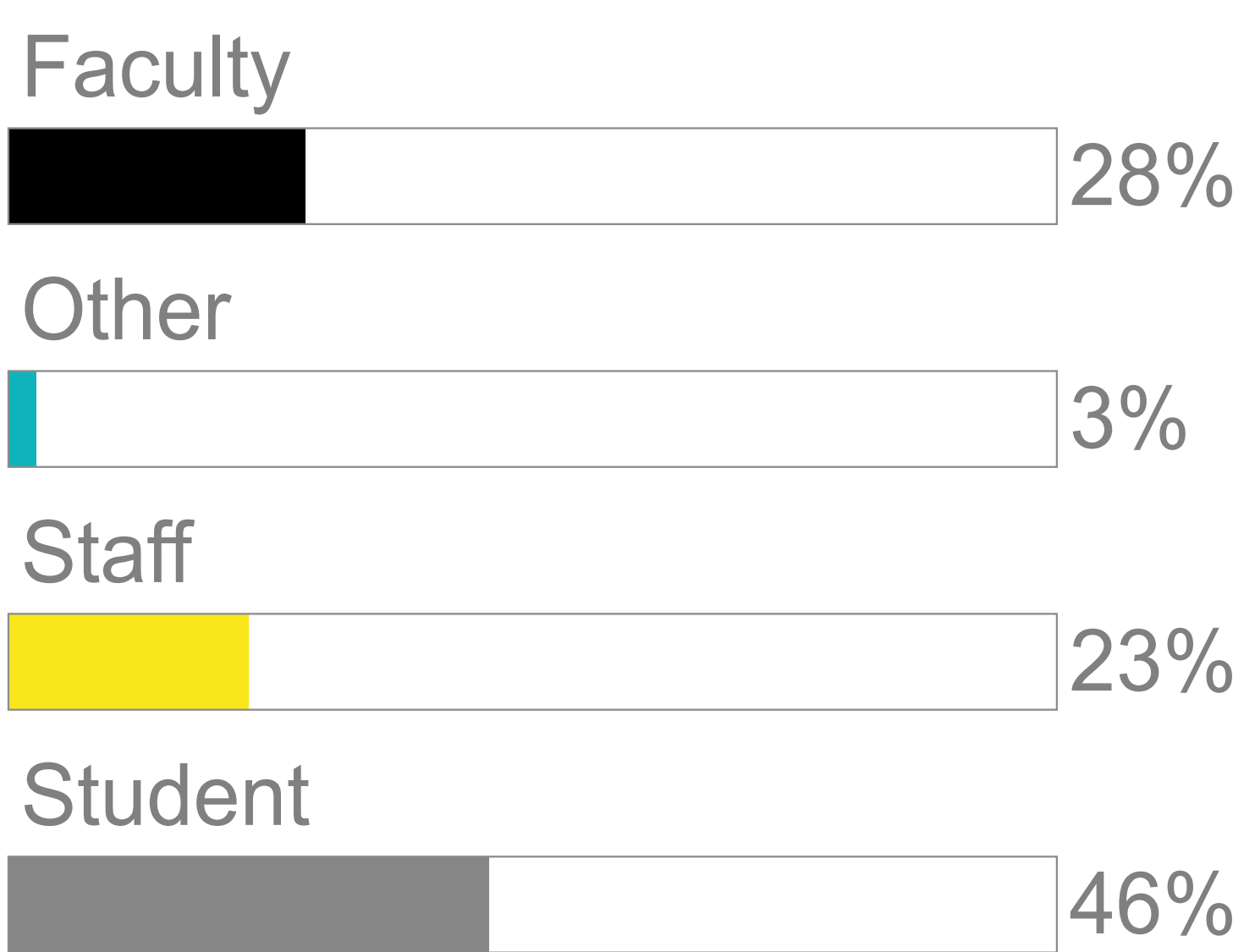
2016



2017



2018



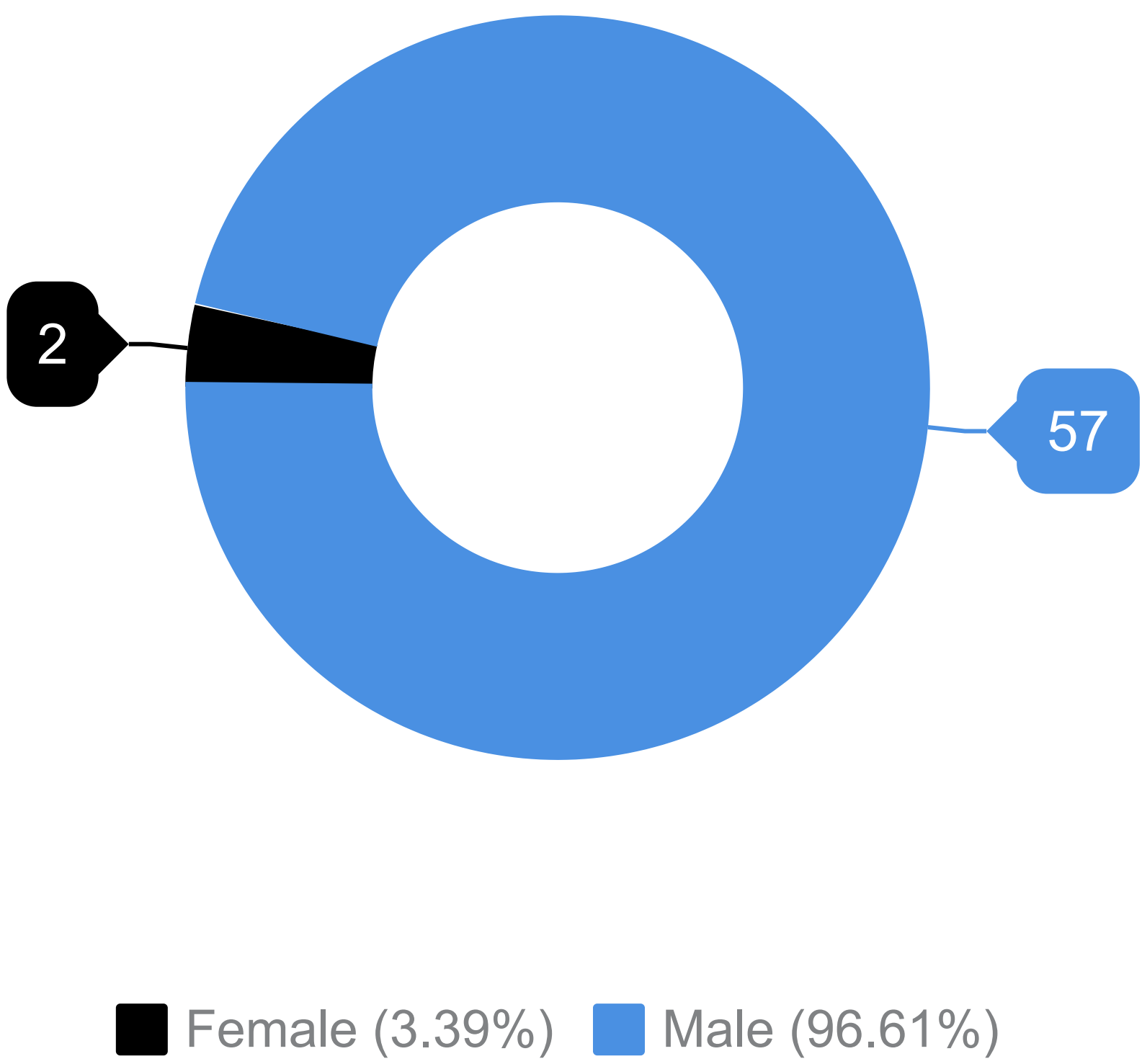
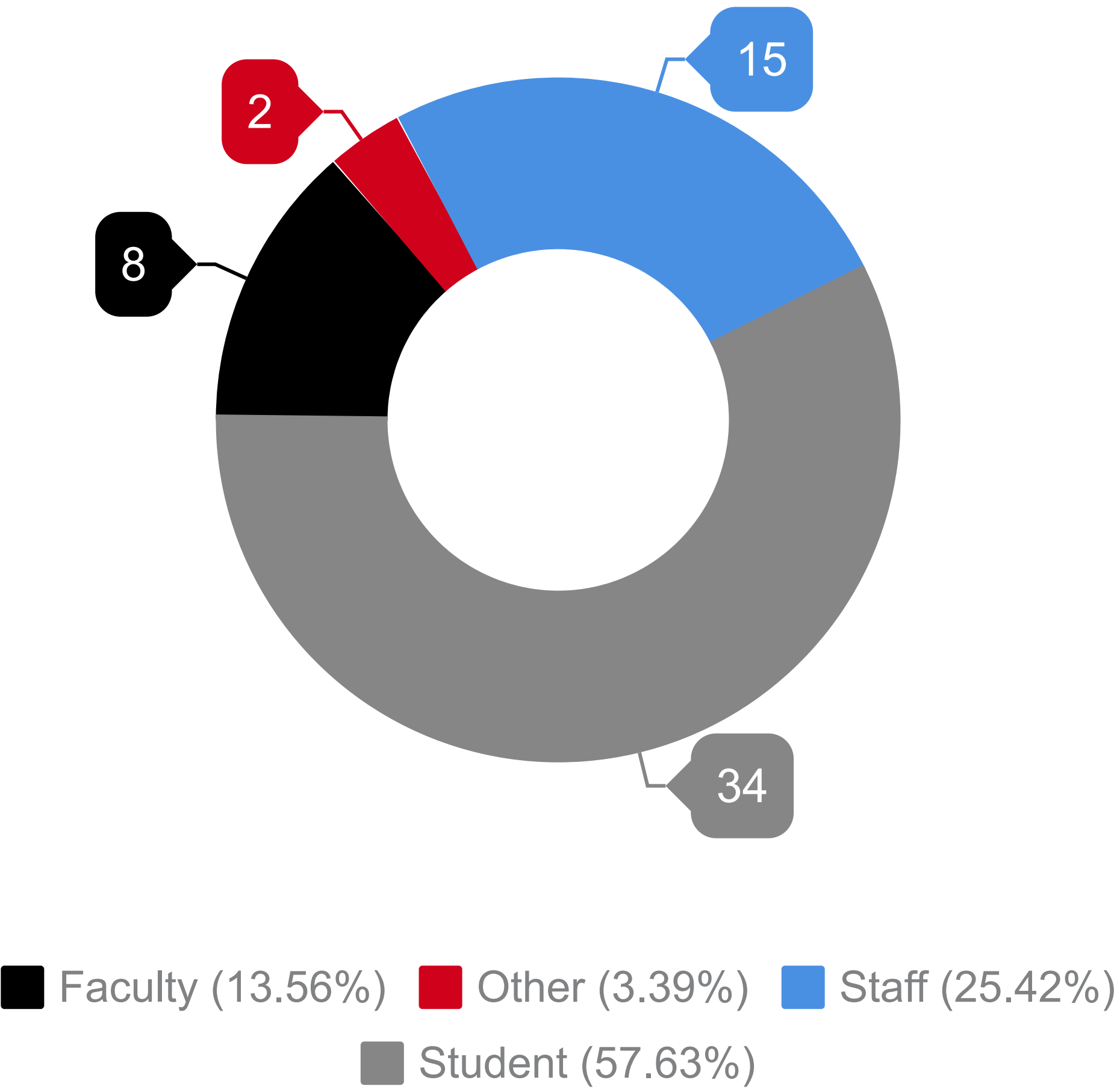
## Takeaways

The majority of formal investigations conducted by the OEO each year consist of students as respondents.

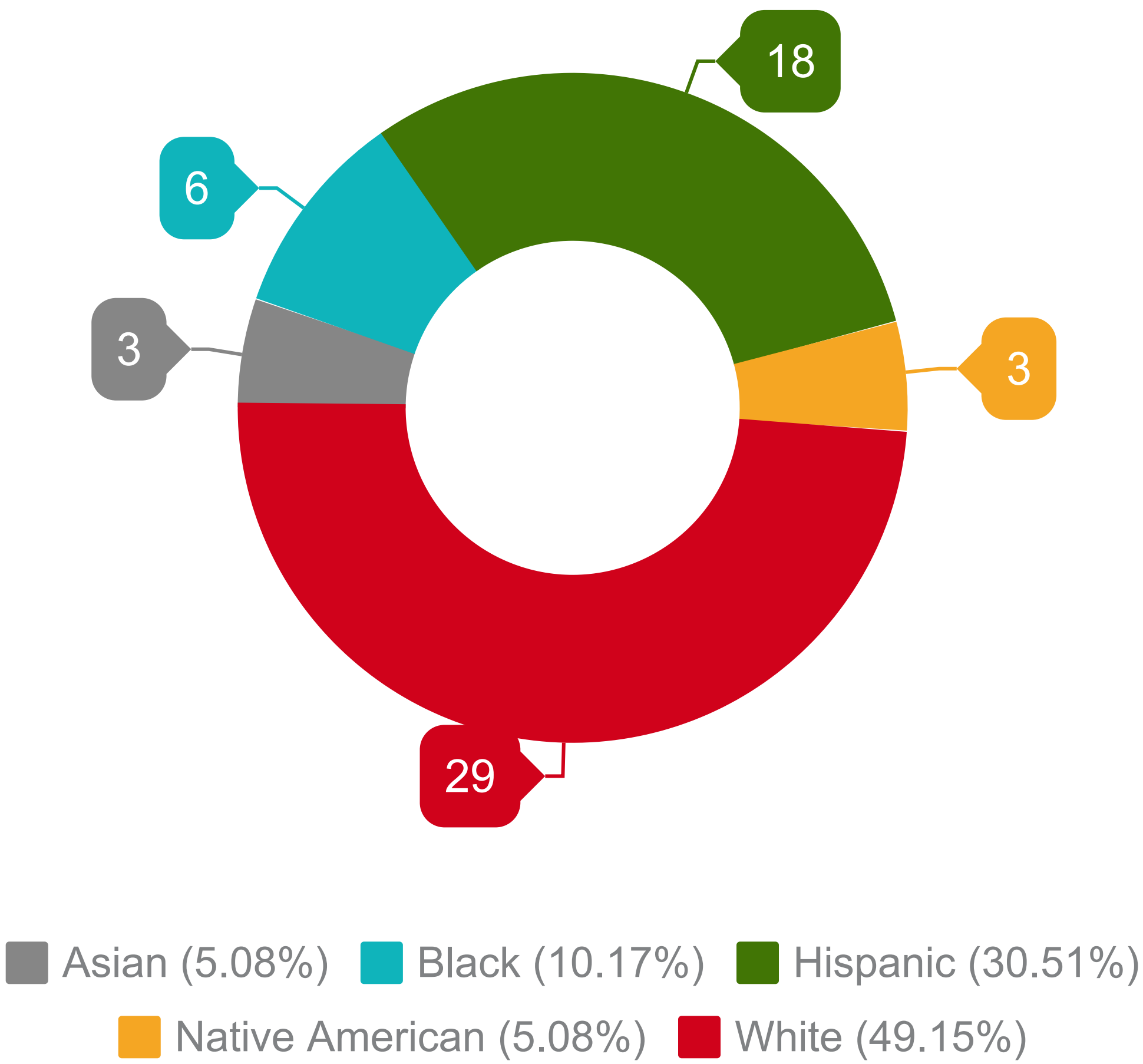
# Respondent Demographics for Formal Investigations with Policy Violations: 2016-2018

The Office of Equal Opportunity investigates all allegations of civil rights and sexual misconduct that occurs on campus. Respondents can consist of: faculty, staff, student, and other non-affiliated persons (visitors, volunteers, etc). The chart below details the breakdown of the 59 total formal investigations that resulted in Policy Violations from 2016-2018:

The breakdown of the 59 cases that resulted in a policy violation of finding from 2016-2018 is broken down by gender in the chart below:



There were 59 total formal investigations that resulted in Policy Violation findings from 2016-2018. Out of these, the racial breakdown of the Respondents is detailed below:

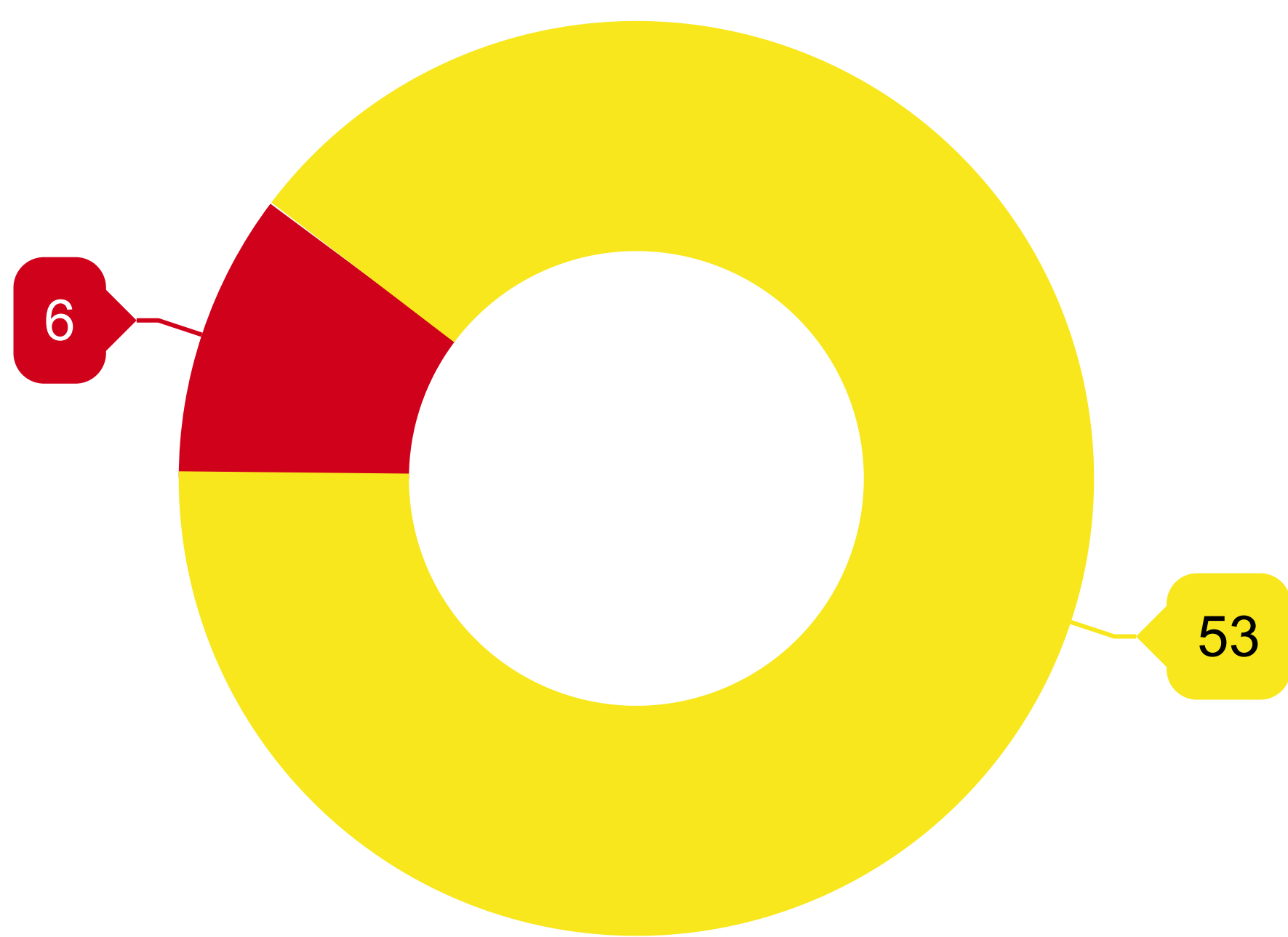


## Takeaways

The majority of formal investigations that resulted in policy violation findings consisted of students and White males.

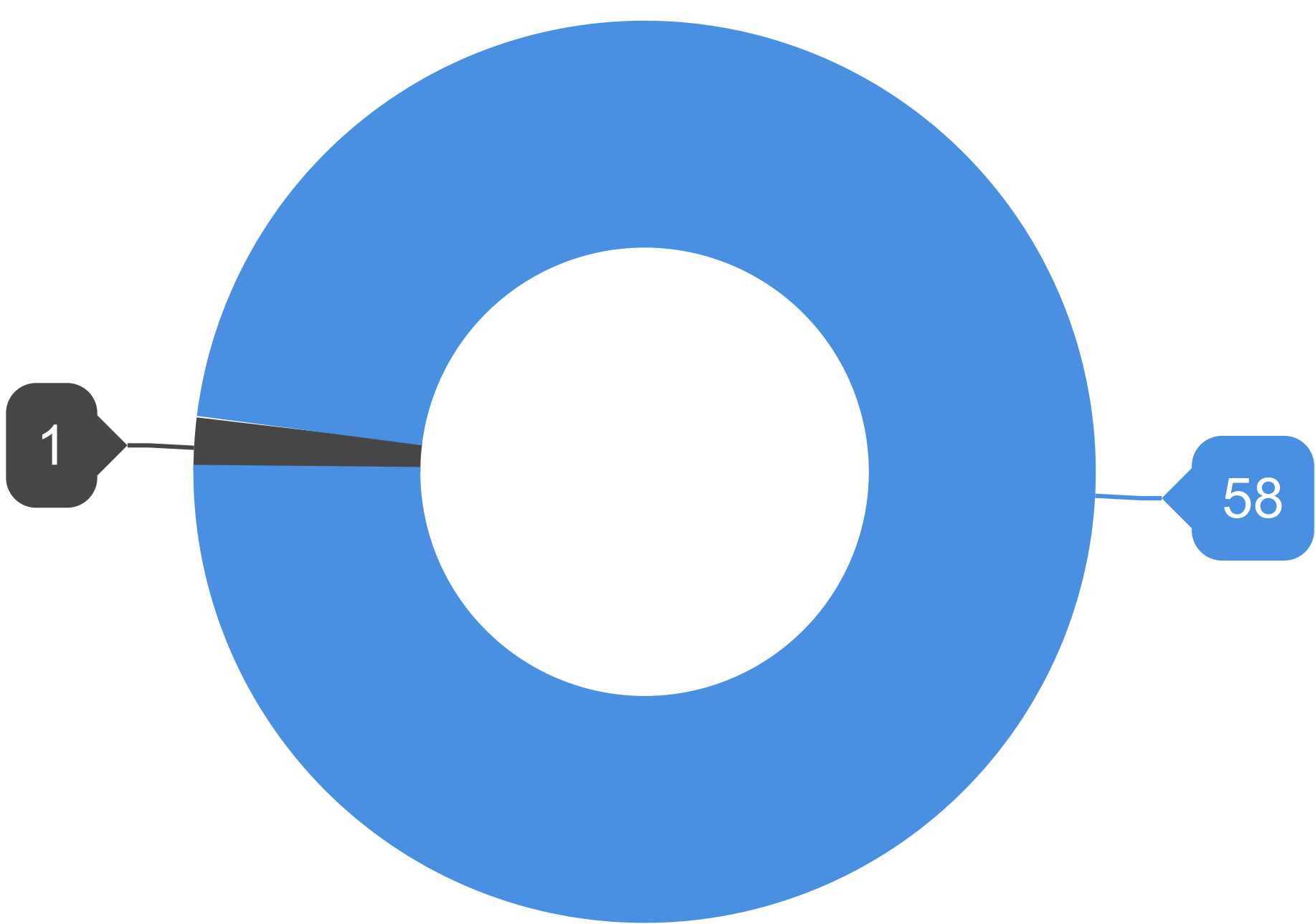
# Respondent Demographics for Formal Investigations with Policy Violations: 2016-2018 Cont.

The breakdown of the 59 formal investigations that were found in violation of UNM Policy from 2016-2018 is broken down by athletic status in the chart below:



Athlete (10.17%) Non-athlete (89.83%)

The breakdown of the 59 formal investigations that were found in violation of UNM Policy from 2016-2018 is broken down by Greek Life status in the chart below:



Greek (1.69%) Non-Greek (98.31%)

## Takeaways

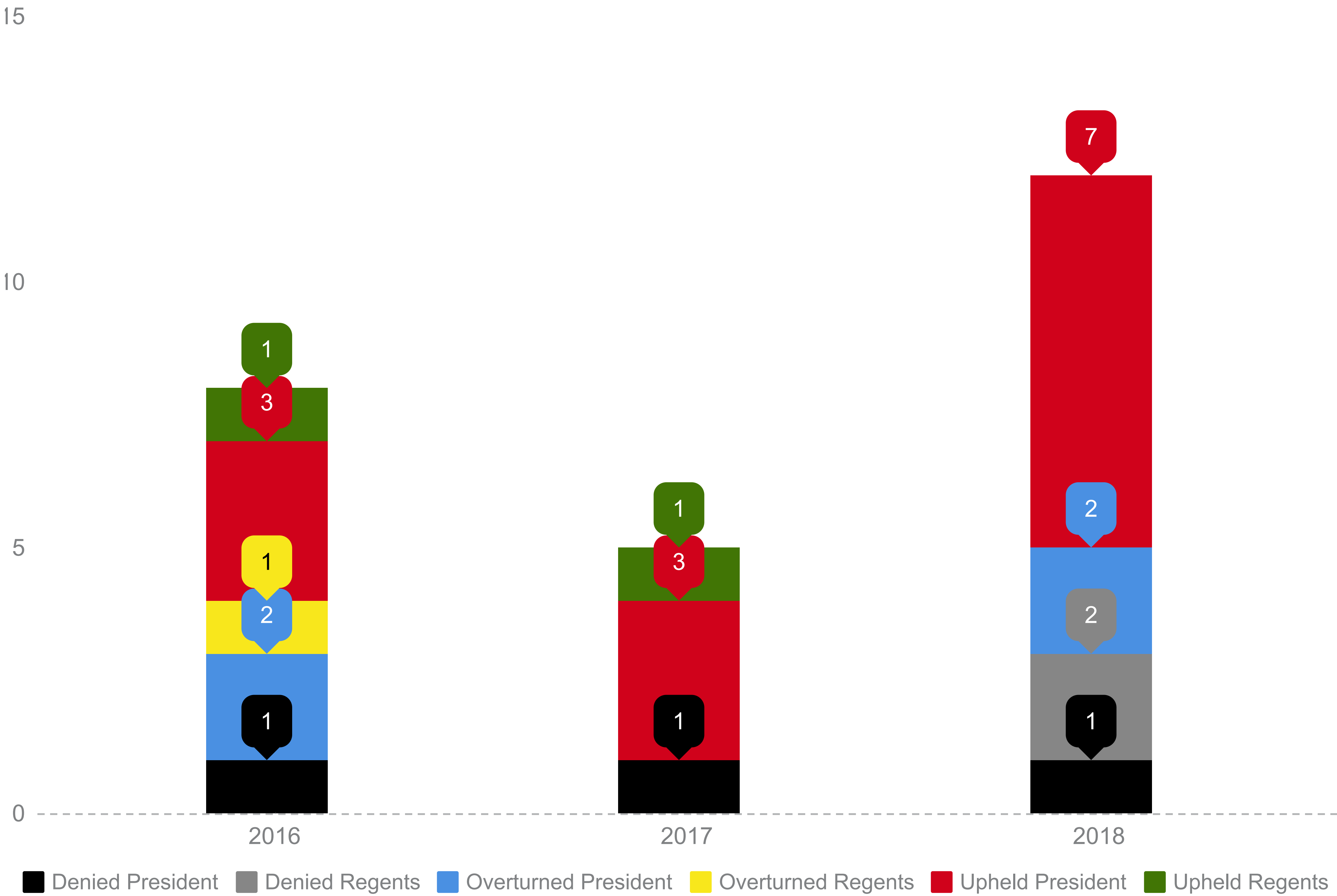
The majority of formal investigations that resulted in policy violation findings consisted of individuals who were not affiliated with Athletics or Greek Life.

# Appeals of Formal Investigations: 2016-2018

The Office of Equal Opportunity allows parties involved in any formal investigation the opportunity for due process and the right to appeal an investigation by notifying the President's Office of the Board of Regents accordingly. The President will consider an appeal of a final OEO determination only if the appeal alleges one or more of the following extraordinary circumstances:

- 1. Proper procedure has not been followed. If an appeal states this as its basis, the specific procedure that was allegedly not followed should be identified and a description of how that procedure was not followed should be provided.
- 2. The determination is unsupported by the facts. If an appeal states this as its basis, the specific allegations of fact and specific conclusions that the appealing party wishes to dispute should be identified, and the appealing party should describe how the conclusions being challenged are not supported by the identified facts.
- 3. The decision violates University policy. If an appeal alleges this as its basis, the specific policy that was allegedly violated by the decision should be identified, and a description of how that policy was allegedly violated should be provided.

The following chart reflects the number of appeals for formal investigations based upon the year the case was closed in.

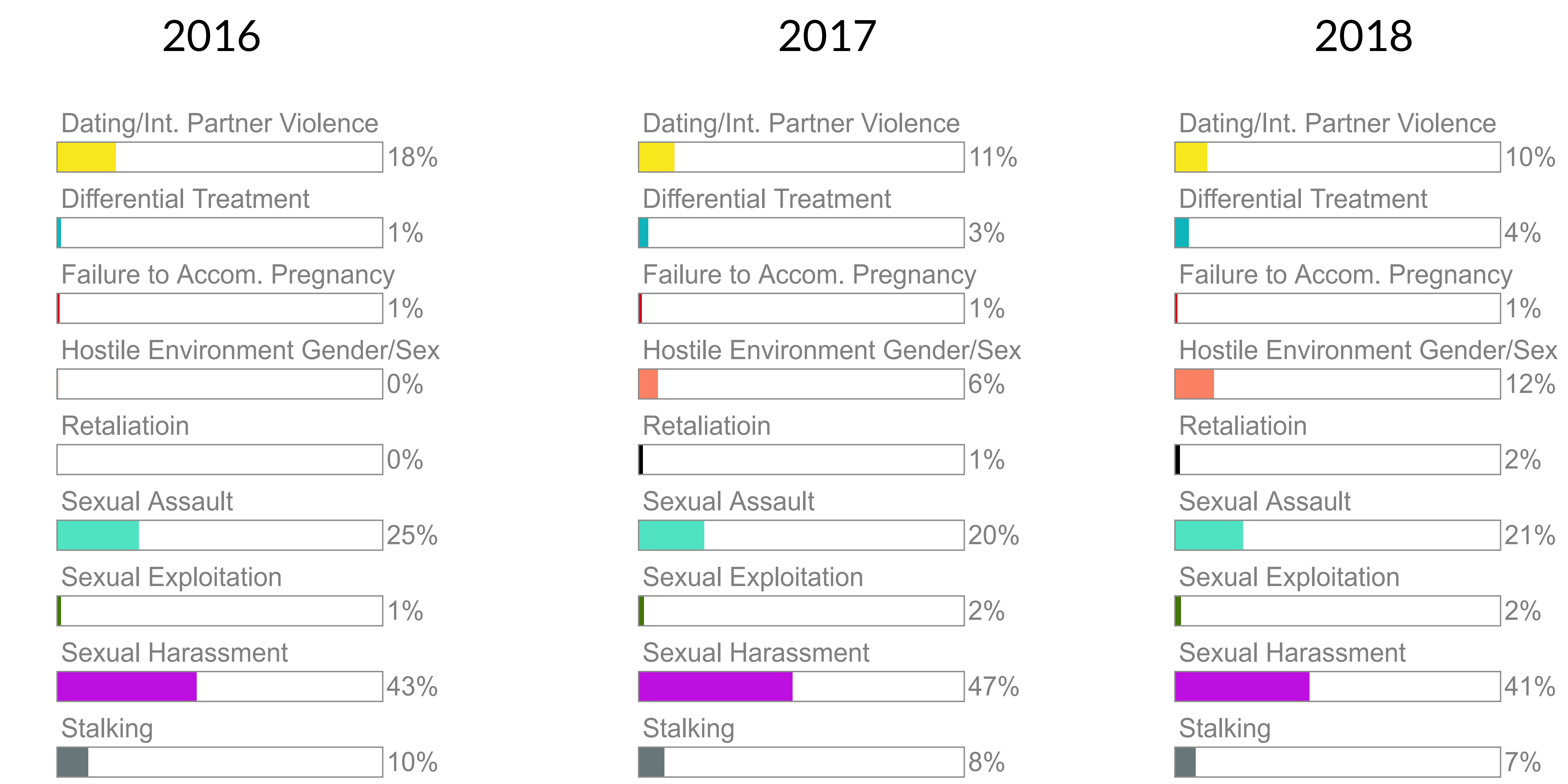


\*Denied = declined to accept appeal from party



# Title IX Complaints by Category: 2016-2018

The following set of graphs depict the aggregate analysis of the total number of Title IX complaints received each year based upon the specific subcategory of Title IX basis associated with the initial report.



Note data too small to display on graphs:

Hostile Environment = 0.4%  
Retaliation = 0.0%

## Takeaways

Sexual harassment and sexual assault consistently remain the most reported Title IX categories received by the OEO.

# Title IX Complaints by Category: 2016-2018

The following table details the aggregate analysis of the total number of Title IX complaints received each year based upon the specific subcategory of Title IX basis associated with the initial report. In 2016 there were 226 total Title IX complaints, 2017 had 352 total Title IX complaints, and 2018 had 428 total Title IX complaints.

Title IX Complaints by Category Data Table

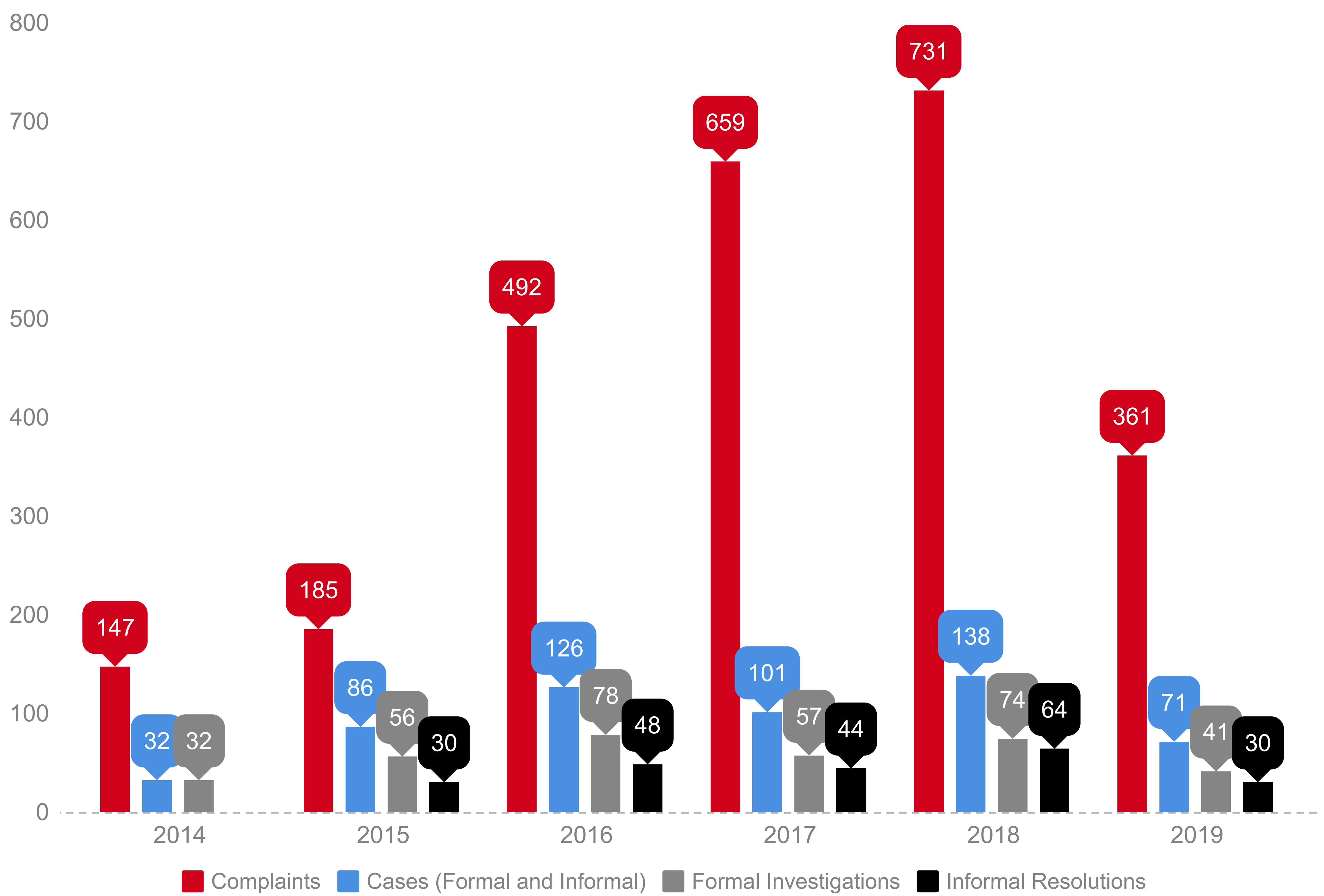
	2016		2017		2018	
	#	%	#	%	#	%
Dating/Intimate Partner Violence	41	18.1%	39	11.1%	43	10.0%
Differential Treatment	3	1.3%	11	3.1%	19	4.4%
Failure to Accommodate Pregnancy/Lactation	2	0.9%	4	1.1%	4	0.9%
Hostile Environment for Gender/Sex/Gender Identity/etc. reasons	1	0.4%	21	6.0%	52	12.1%
Retaliation	0	0.0%	5	1.4%	7	1.6%
Sexual Assault	57	25.2%	71	20.2%	90	21.0%
Sexual Exploitation	3	1.3%	6	1.7%	8	1.9%
Sexual Harassment	97	42.9%	167	47.7%	177	41.4%
Stalking	22	9.7%	28	8.0%	28	6.5%

# Total Complaints Received: 2014-2019

This graph depicts the overall number of complaints received each year for the Office of Equal Opportunity. The data is aggregated further to indicate the number of formal/informal cases that were opened each year by the department. This graph includes the caseload for 2019 as of June 3, 2019.

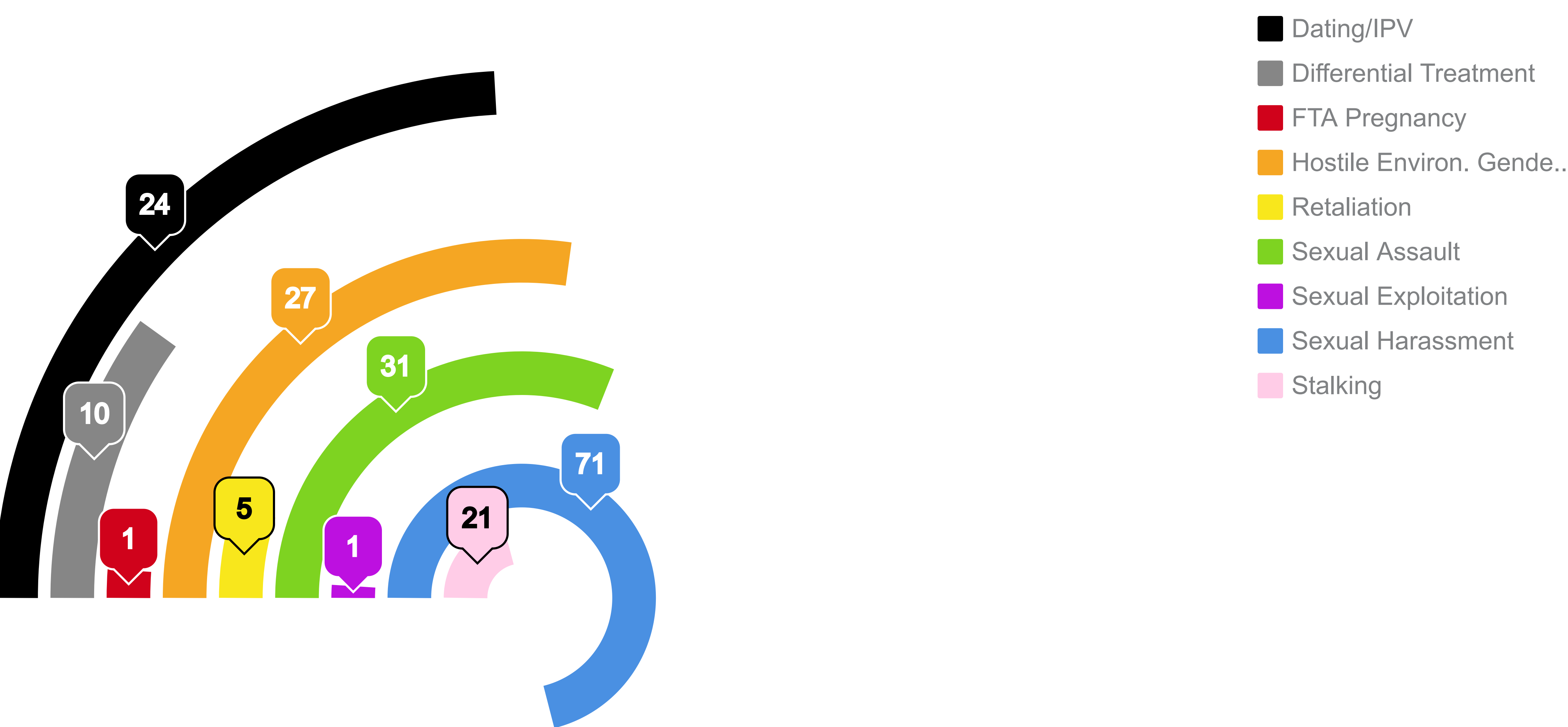
OEO has increased its usage of informal resolution for complaints of discrimination and reports of hate-bias incidences. In cases where allegations are less severe or where a Complainant’s safety is not at issue, OEO has utilized informal resolution methods. Informal resolutions are non-punitive ways of discussing allegations of discrimination or hate-bias incidences and educating or dialoguing with the parties involved. Informal resolutions include education conferences, facilitated dialogues, and other training and methods. OEO monitors the environment after utilizing informal resolutions to ensure that climate has improved and the alleged behavior has stopped. OEO has successfully partnered with the Accessibility Resource Center, OMBUDS, and the Division for Diversity, Equity and Inclusion in facilitated dialogues with parties. This partnership has proven to be very successful in optimizing informal resolutions.

Caseload Trends



# Title IX Complaints by Category: 2019

The following set of graphs depict the aggregate analysis of the total number of Title IX complaints received for 2019 as of June 3, 2019 based upon the specific subcategory of Title IX basis associated with the initial report.



## Takeaways

Out of the 191 Title IX complaint received so far in 2019, 37% are pertaining to sexual harassment.



A photograph of a silver laptop on a wooden desk, with a large red geometric overlay on the right side. The overlay contains contact information for the OEO. In the top right corner, there are two overlapping red hexagons.

**For any questions,  
please contact the  
OEO at:  
505-277-5251  
[oeounm@unm.edu](mailto:oeounm@unm.edu)**