

ANNUAL POLICY NOTIFICATION MEMORANDUM

To: All University of New Mexico Faculty, Staff and Students

From: UNM Compliance and the Office of Equal Opportunity

Subject: Annual Policy Notification on Sexual Misconduct Policies

As part of our annual policy notification series, we encourage you to review the following UNM policies that pertain to sexual misconduct prevention.

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance." - Title IX of the Educational Amendments of 1972. Title IX prohibits sex discrimination in all programs and activities of the university.

The University of New Mexico takes all reports of sexual harassment, sexual assault, and sexual violence seriously. For additional information, please contact Title IX Coordinator Angela Catena at acatena@unm.edu. For confidential support services please contact the LoboRESPECT Advocacy Center (505) 277-2911, the Women's Resource Center (505) 277-3716, the LGBTQ Resource Center (505) 277-5428, or Christie Knight at the Los Alamos Campus at knight@unm.edu.

UNM POLICIES RELATED TO SEXUAL MISCONDUCT:

- UAP 2740 Sexual Misconduct - <https://policy.unm.edu/university-policies/2000/2740.html>
- UAP 2210 Campus Violence - <http://policy.unm.edu/university-policies/2000/2210.html>
- UAP 2215 Consensual Relationships and Conflicts of Interest - <https://policy.unm.edu/university-policies/2000/2215.html>

UNM POLICY ON SEXUAL MISCONDUCT - UAP 2740

UNM prohibits discrimination on the basis of sex (including gender, sex stereotyping, gender expression, and gender identity). Sexual harassment, which includes acts of sexual violence, is a form of sex discrimination. This policy applies to allegations of sexual misconduct made by or against a student, staff, or faculty member that occur within the course of a UNM program or activity or have continuing adverse effects on campus, regardless of where the alleged activity occurred. If the circumstances giving rise to the allegations are related to UNM's programs or activities, this policy may apply regardless of the affiliation of the parties. The University is committed to responding promptly and fairly to every allegation of sexual misconduct.

To review the complete policy, please see: <https://policy.unm.edu/university-policies/2000/2740.html>

UNM POLICY ON CAMPUS VIOLENCE - UAP 2210

UNM is committed to providing an environment that is free from violence. Acts or threatened acts of violence will not be tolerated. Anyone engaging in such conduct will be subject to discipline, up to and including dismissal from employment, expulsion from the University, or banishment from campus, and may be subject to civil and/or criminal penalties.

This policy applies to all members of the campus community, including employees, students, and visitors.

To review the complete policy, please see: <http://policy.unm.edu/university-policies/2000/2210.html>

UNM POLICY ON CONSENSUAL RELATIONSHIPS - UAP 2215

When relationships occur in educational or supervisory contexts, they can present serious ethical concerns and compromise the University's academic and work environment, in part due to an inherent power differential between the parties. The relationships can lead to charges of sexual harassment and exploitation, especially when the relationships end, or cause third parties to have concerns about undue advantage or restricted opportunities. For these reasons, consensual relationships in which one party, the "superior," has a formal instructional, supervisory, evaluative, or advisory role over the other party, the "subordinate," must be disclosed in order to manage the actual or perceived conflicts of interest caused by the relationships and to mitigate adverse effects on third parties.

This policy applies to all faculty, staff, and students at the University and to others who participate in the University's programs and activities, whether on- or off-campus and including abroad.

To review the complete policy, please see: <https://policy.unm.edu/university-policies/2000/2215.html>