



Update on Complaints of Sexual Misconduct (1 January 2021 to 30 June 2021)

5 August 2021

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ADVISORY

This report contains information about sexual misconduct. Anyone affected by the contents may wish to access the support below:

1. NUS Care Unit (for both Staff and Students)

Helpline: 66014000

Email: ncu_help@nus.edu.sg

2. NUSHeart (for Staff)

Helpline: 800 130 1950

Email: support@resourcesforyourlife.com

INTRODUCTION

In the Report on Complaints of Sexual Misconduct, published on 31 December 2020 ("**2020 Report**"), the National University of Singapore (NUS) outlined our whole-of-university approach towards ensuring a safe campus environment. This includes building a culture of respect and consent within the NUS community, enhancing infrastructure to improve campus safety and security, putting in place a stricter framework for disciplinary sanctions and offering comprehensive support to students and staff.

This report reaffirms our zero-tolerance for sexual misconduct and reflects the University's ongoing efforts in raising awareness of the individual roles and responsibilities of students and staff in fostering a safe, inclusive and respectful environment to enable the flourishing of academic and student life.

Stricter sanctions and disciplinary framework at NUS

Following a comprehensive review in 2019, a stricter sanctions and disciplinary framework for sexual misconduct as well as greater support for victims have been instituted at NUS. All complaints are dealt with seriously and subjected to fair, transparent and thorough investigation. NUS sanctions and disciplinary proceedings are separate and independent from criminal investigations by the enforcement authorities and legal proceedings at the courts. Appropriate sanctions which include expulsion for serious sexual offence(s), reporting relevant cases to police and a mandatory notation of disciplinary action on an offender's transcript, reflect our zero-tolerance approach for all infractions.

More resources have been committed to increasing support for victims reporting sexual misconduct. The University has also been investing in resources for educating and raising awareness in the community through measures such as bystander training. These initiatives and more are detailed in this report (please refer to this [section](#)).

Ministerial Statement on the Review of the Sentencing Framework for Sexual and Hurt Offences

On 5 March 2021, the Ministry of Home Affairs and Ministry of Law released a [Ministerial Statement on the Review of the Sentencing Framework for Sexual and Hurt Offences](#). The statement made clear that a tough stance is taken against those who commit sexual and hurt offences at the national level. This reinforces the significant changes to Singapore laws over the years for enhancing protection for victims of such offences. Individuals who commit sexual and hurt offences will be dealt with fairly but severely and, for adult offenders, the principles of proportionate punishment and deterrence will generally take precedence over rehabilitation.

GUIDE

Glossary of Terminology:

The following terms are used throughout this report:

COC Staff refers to the Code of Conduct for NUS Staff

COC Students refers to the Code of Student Conduct

Complainant refers to the person (can be staff, student or member of the public) who alleged act(s) of sexual misconduct.

Consent refers to an affirmative, informed, voluntary and ongoing choice by an individual with legal capacity

DAB refers to the Disciplinary Appeals Board

FIR refers to First Information Report

NCU refers to the NUS Care Unit (formerly Victim Care Unit or VCU)

OHR refers to the Office of Human Resources

ORMC refers to the Office of Risk Management & Compliance

OSC refers to the Office of Student Conduct (formerly Student Conduct Unit or SCU)

Respondent refers to the person (either staff or student) who is alleged to have committed act(s) of sexual misconduct on the complainant.

SDP refers to the Staff Disciplinary Procedures and Sanctions Policy

Sexual Misconduct is a general term used to refer to a range of acts of a sexual nature committed against a person by force, intimidation, manipulation, coercion or without that person's Consent, or at a point when that person is incapable of giving consent. Sexual Misconduct includes, but is not limited to Sexual Discrimination, Sexual Harassment, Sexual Exploitation and Sexual Contact. **For more detailed definitions, please refer to Regulation 10A (Students) and COC Staff.*

VCU refers to the Victim Care Unit, now known as NCU

Limitations/Caveat

Due to privacy and confidentiality obligations, and in order to protect the identities and minimise re-traumatising of complainants, this report cannot fully convey the variety and complexity of circumstances associated with cases that may appear similar in the brief narrative descriptions.

EXECUTIVE SUMMARY

Summary of Complaints

This report presents information on sexual misconduct complaints made to the University within the reporting period (1 January 2021 – 30 June 2021). Updates on complaints that were reported prior to 1 January 2021 are also included for information.

Due to privacy and confidentiality obligations, as well as to protect the identities of victims and avoid re-traumatising them, details and circumstances associated with the cases have been redacted in the brief descriptions. Between 1 January 2021 and 30 June 2021, 11 sexual misconduct complaints were made to the University, with 10 involving student respondents and one involving a staff respondent.

While we note the drop in the number of sexual misconduct incidents involving staff (one complaint compared to four in the same period last year), we are seeing more individuals come forward to file reports against alleged student perpetrators (10 complaints compared to five in the same period last year). We believe this demonstrates that our approach of greater transparency has increased the level of trust in NUS, that each complaint is taken seriously, investigated thoroughly following due process, and appropriate disciplinary sanctions are imposed for every infringement that is proven. We appreciate the courage of the complainants who came forward to report incidents of sexual misconduct. This goes a long way towards raising awareness in the community, and bolsters our efforts to create a safe and conducive campus environment.

We are committed to providing care, support and redress for victims of sexual misconduct. The University has consolidated its policies relating to sexual misconduct, resulting in a standalone Policy on Protection of Staff and Students against Sexual Misconduct ("**SM Policy**"). We continue to strive to offer a safe and conducive platform for affected parties to step forward and share their experiences in confidence.

Adapting to the 'New Normal' environment

For much of this reporting period, a large proportion of staff and students were working and learning remotely. With the challenging conditions created by the pandemic, the University has made available both physical face-to-face communication, while adhering to all safe management measures, as well as remote engagement where appropriate.

The pandemic notwithstanding, NUS remains committed to encouraging and sustaining an accessible learning and living community that is free from harassment, violence, and discrimination. To that end, while our students, faculty and staff continue to adjust to the new digital-physical environment, NUS has taken the opportunity to adapt its resources, education and other initiatives to fit the VUCA world of volatility, uncertainty, complexity and ambiguity.

STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STUDENTS

Number of reports between 1 January 2021 and 30 June 2021

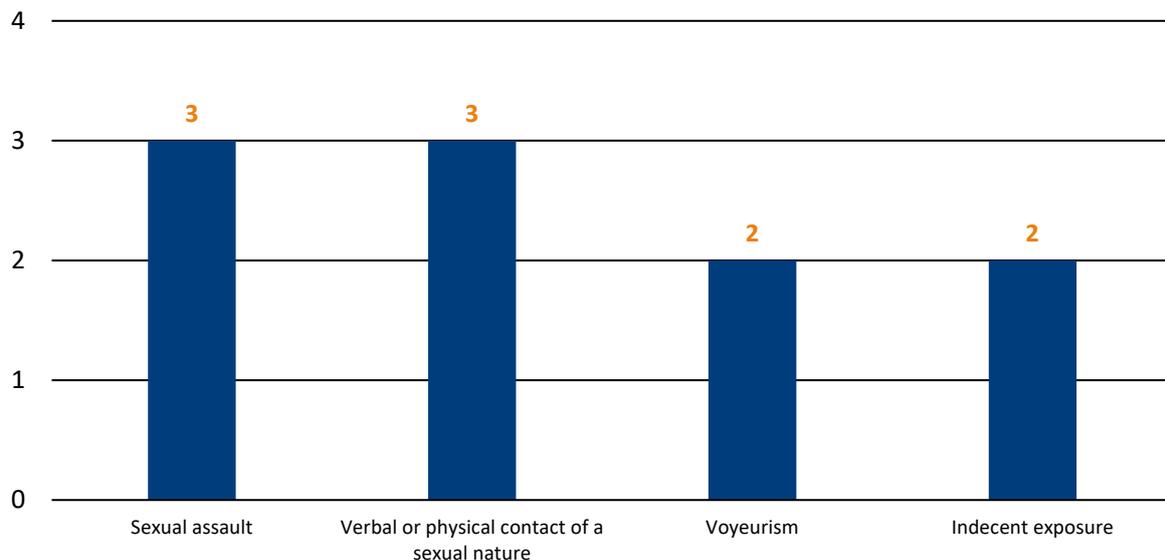
This section presents a brief summary of complaints of sexual misconduct involving students that were brought to the attention of NUS between 1 January 2021 and 30 June 2021. The tables and charts below include complaints that are currently pending investigation by the University.

Table 1. Complaints of sexual misconduct by case outcome [adjudicated by the Board of Discipline (BOD), referred to Faculty for disciplinary action (Faculty), No Further Action due to insufficient evidence (NFA), or pending investigation]

Complaints of Sexual Misconduct by Case Outcome							
	BOD			Faculty	NFA	Pending Investigation	Total
	Charge(s) made out	Charge(s) dismissed	Pending				
1 January 2021 to 30 June 2021	4	2	1	1	1	1	10
1 January 2020 to 30 June 2020	2	1	0	1	1	0	5
1 July 2020 to 31 December 2020	3	1	0	1	2	0	7

Classification

Figure 1. Classification of complaints of sexual misconduct made between 1 January 2021 and 30 June 2021



DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JANUARY 2021 AND 30 JUNE 2021 (INVOLVING STUDENTS)

S/N	Date of FIR to OCS	On/Off Campus	Type of Offence	Description of Offence	Disciplinary Action and Sanctions	Police Report
1	22 January 2021	On Campus	Indecent Exposure	The respondent was alleged to have committed an act of indecent exposure at a common facility.	The charge against the respondent was dismissed by the BOD in view of psychiatric condition.	Yes
2	27 January 2021	On Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent while they were in a hostel. The complainant is a member of the public.	The BOD suspended the respondent for 6 semesters with 120 hours of community-based sanctions and mandated counselling. The respondent has been barred from NUS campus premises during period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature. The respondent is appealing against the BOD's decision.	Yes
3	10 February 2021	Off Campus	Sexual Assault	The respondent was alleged to have removed a condom without the complainant's consent during consensual sexual intercourse.	No-Contact Orders were issued. The BOD dismissed the charge against the respondent.	Yes
4	10 February 2021	On Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant while they were in a hostel.	No-Contact Orders were issued. The BOD terminated the respondent's candidature with immediate effect. The respondent is appealing against the BOD's decision.	Yes
5	9 March 2021	On Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have made unwanted sexual remarks towards the complainant while they were in a hostel.	No-Contact Orders were issued. The case was referred to the respondent's Faculty. The respondent was issued a Letter of Reprimand and mandated counselling.	Yes
6	19 March 2021	Off Campus	Indecent Exposure	The respondent was alleged to have committed indecent exposure and obscene acts in public. The respondent then	The BOD suspended the respondent for 4 semesters and mandated counselling and psychiatric assessment. The	Yes

Update on Complaints of Sexual Misconduct (1 January 2021 to 30 June 2021)

S/N	Date of FIR to OCS	On/Off Campus	Type of Offence	Description of Offence	Disciplinary Action and Sanctions	Police Report
				recorded the acts and uploaded them on social media.	respondent was barred from all on-campus housing premises for the remaining period of candidature.	
7	26 March 2021	On Campus	Verbal or physical contact of a sexual nature	<p>The respondent was alleged to have touched the first complainant inappropriately without consent while they were in a hostel.</p> <p>The respondent was also alleged to have filmed the second complainant in the nude without consent while they were in a hostel.</p>	<p>No-Contact Orders were issued.</p> <p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent is appealing against the BOD's decision.</p>	Yes
8	12 April 2021	On Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant while they were in a hostel.	<p>No-Contact Orders were issued.</p> <p>No Further Action taken due to insufficient evidence.</p>	Yes
9	5 May 2021	On Campus	Voyeurism	<p>The respondent was alleged to have filmed sexual acts with the complainant without consent while they were in a hostel.</p> <p>The complainant is a member of the public.</p>	The case is pending a BOD hearing.	Yes
10	1 June 2021	Off Campus	Voyeurism	<p>The respondent had allegedly filmed the complainant while the latter was showering at home.</p> <p>The complainant is a member of the public.</p>	The case is pending investigation.	Yes

UPDATES TO PREVIOUS CASES

The following table contains updates to nine cases of sexual misconduct which were reported before 1 January 2021. They are as follows:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	<p>Sexual Assault</p> <p>The respondent was alleged to have touched the complainant inappropriately without consent while they were in a hostel.</p>	A BOD hearing was convened.	<p>The BOD suspended the respondent for three semesters with 30 hours of community-based sanction and mandated counselling. The respondent was barred from NUS campus premises during the period of suspension and was also barred from all on-campus housing premises for the remaining period of candidature and issued a No-Contact Order to prevent the respondent from contacting the complainant.</p> <p>(NUS' previous sanctions framework was applied as the offence was committed before the revised sanctions framework came into force in June 2019.)</p>

Update on Complaints of Sexual Misconduct (1 January 2021 to 30 June 2021)

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
2	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have touched the complainant inappropriately twice without consent while they were in a hostel.</p> <p>There were two other friends in the same hostel room.</p>	A BOD hearing was convened.	The BOD dismissed the charges against the respondent.
3	<p>Voyeurism</p> <p>This is a second BOD hearing for the respondent. The respondent was previously adjudicated by the BOD on 24 June 2019 (first BOD hearing), for committing voyeurism in a hostel. The respondent was alleged to have withheld information at the first BOD hearing about other incidents involving voyeurism and trespassing.</p>	<p>A second BOD hearing was convened.</p> <p>A DAB hearing was convened.</p>	<p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.</p>
4	<p>Voyeurism</p> <p>The respondent was alleged to have filmed sexual acts with the first complainant without consent while they were in a hostel.</p> <p>The respondent was alleged to have filmed sexual acts with the second complainant without consent while they were in a hostel.</p>	A BOD hearing was convened.	<p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent has filed an appeal and is pending a DAB hearing.</p>
5	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have kissed and touched the complainant without consent.</p>	A BOD hearing was convened.	The BOD dismissed the charges against the respondent.
6	<p>Others – Theft of undergarment</p> <p>The respondent was alleged to have stolen the complainant's undergarment on two occasions from a washing machine in a hostel.</p>	<p>A further BOD hearing was convened following receipt of the respondent's psychiatric report.</p> <p>A DAB hearing was convened.</p>	<p>The BOD suspended the respondent for two semesters with 120 hours of community-based sanction, mandated counselling, and psychiatric treatment. The respondent was barred from NUS campus premises during the period of suspension and was also barred from all on-campus housing premises for the remaining period of candidature.</p> <p>The respondent filed an appeal against the BOD's decision. The DAB upheld the BOD's sanction but allowed the suspension to be postponed.</p>

Update on Complaints of Sexual Misconduct (1 January 2021 to 30 June 2021)

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
7	<p>Sexual Assault</p> <p>The respondent was alleged to have sexually assaulted the complainant on four occasions while they were still in a relationship.</p>	<p>No Further Action taken due to insufficient evidence.</p>	N.A.
8	<p>Making unwanted sexual advances or requests for sexual favours</p> <p>The respondent was alleged to have asked for the complainant's views on a one-night stand.</p>	<p>The case was referred to the respondent's Faculty.</p>	<p>The respondent was issued a verbal advisory for the offence and mandated behavioural counselling and coaching to prevent reoffending. The respondent was also mandated counselling.</p>
9	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent had allegedly touched the complainant inappropriately without consent. The respondent had also allegedly failed to declare a conflict of interest with the complainant when registering as a student Teaching Assistant for a module.</p>	<p>No Further Action was taken against the respondent for allegation of sexual misconduct due to insufficient evidence.</p> <p>A BOD hearing was convened for the charge of breach of declaration of conflict of interest.</p>	N.A.

STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STAFF

Number of reports between 1 January 2021 and 30 June 2021

This section presents a brief summary of complaints of sexual misconduct involving staff that were brought to the attention of NUS between 1 January 2021 and 30 June 2021. The tables and charts below include complaints that are currently pending investigations by the University.

Table 2. Complaints of sexual misconduct by case outcome [adjudicated by the Committee of Inquiry or Faculty disciplinary action (Sanctions), No Further Action taken due to insufficient evidence (NFA), or pending investigations]

Complaints of Sexual Misconduct by Case Outcomes				
	Sanctions	NFA	Pending Investigations	Total
1 January 2021 to 30 June 2021	1	0	0	1
1 January 2020 to 30 June 2020	1	3	0	4
1 July 2020 to 31 December 2020	3	3	0	6

DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JANUARY 2021 AND 30 JUNE 2021 (INVOLVING STAFF)

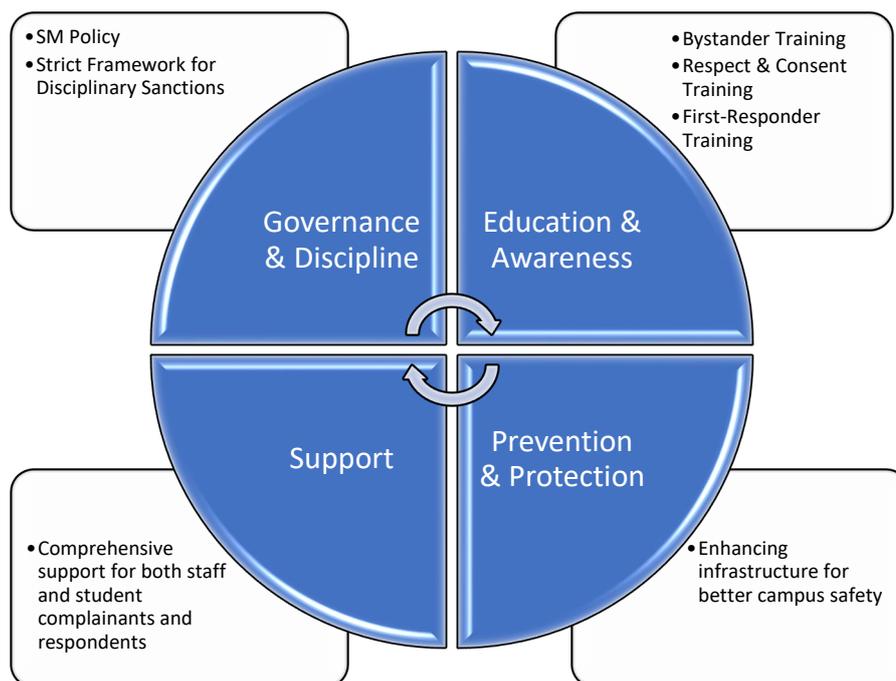
S/N	Date Reported	On / Off Campus	Type of Offence	Description of Offence	Disciplinary Actions and Sanctions	Police Report
1	25 March 2021	On Campus	Outrage of Modesty	Two students reported that they were sexually harassed by a research staff in school. The respondent had allegedly made inappropriate sexual remarks at work and sent inappropriate videos to the students. One of the students reported that the respondent had also made inappropriate physical contact without consent.	Investigations completed on 7 April 2021. No Contact Orders were issued. The respondent admitted to having touched the student's knees and making inappropriate remarks. The respondent had breached the Code of Conduct by behaving unprofessionally and inappropriately. A COI was formed and employment was subsequently terminated.	Yes

UPDATES TO PREVIOUS CASES

The following table contains updates to a case of sexual misconduct which was reported as pending investigation before 1 January 2021. The case is as follows:

S/N	Description of Offence	Updates	Disciplinary Action and Sanctions
1	Sex-for-favours On 2 December 2020, a complainant wrote to NUS and alleged that two NUS staff had sexual relations with a former student as inducement for better grades.	Investigation completed on 3 February 2021.	The allegations were not substantiated. NFA was taken against the first respondent. No investigations were conducted on the second respondent who was no longer a NUS staff at time of this report.

NUS' HOLISTIC APPROACH TO SEXUAL MISCONDUCT



GOVERNANCE & DISCIPLINE

Enforcement will be swift, firm and unwavering

Policy on the Protection of Staff and Students Against Sexual Misconduct

Reaffirming NUS' uncompromising and zero-tolerance approach towards sexual misconduct, and in line with international best practices, NUS has consolidated its previous practices relating to sexual misconduct in one place - that is, a standalone sexual misconduct policy applicable to all staff and students.

The policy provides an integrated approach for managing cases of sexual misconduct in NUS, and provides a system for its reporting, investigation and decision-making.

Strict framework for disciplinary sanctions

The NUS COC Student defines the behaviour expected of students, and the NUS Statutes and Regulations provide information about disciplinary process and sanctions. Students who have breached the NUS Statutes and Regulations will face severe sanctions, which include suspension and expulsion.

Correspondingly, the policies and disciplinary processes relating to staff involved in sexual misconduct are encapsulated in our NUS COC Staff and the SDP. Appropriate disciplinary sanctions are imposed for every infringement that is proven, which include dismissal of staff where the nature of the misconduct is considered serious.

EDUCATION & AWARENESS – SENSITISING THE NUS COMMUNITY***Building a culture of respect is a top priority – It has to be an intrinsic part of our DNA***

NUS has instituted extensive and ongoing education and awareness programmes with the goal of preventing sexual/gender violence and other forms of sexual misconduct.

During the current COVID-19 pandemic, the University remains committed to maintaining its comprehensive education framework that enables it to function effectively and sensitively in a digital-physical environment, adapting its educational programming to make it readily accessible remotely.

Bystander Training

NUS believes that bystanders have the capacity to safely and sensitively intervene in different situations or render assistance to affected individuals, playing an important preventive role in sexual misconduct cases. Appropriate interventions as bystanders contribute to a culture of respect that NUS is committed to building.

Students

A new component for bystander intervention will be integrated into the current Respect and Consent module for all students. This aims to help students understand the roles and social responsibilities of bystanders, thereby fostering a safer campus environment for all.

Staff

In addition, since April 2021, NUS has been progressively rolling out the new NUS Bystander Training programme to all full-time staff and feedback has been positive. As at 30 June 2021, training for all current full-time staff has been completed and such training will continue for all incoming full-time staff. This will greatly contribute towards raising awareness and building a culture of respect and consent on campus.

Table 3. Breakdown of completion rate for Bystander Training workshop by staff during the period 1 January 2021 to 30 June 2021 (accurate as of 30 June 2021).

Bystander Training for Staff - Workshop	
	Number of staff completed
Face-to-face workshop⁽¹⁾	10,599 / 12,885 ⁽²⁾ (82.3%)

(1) Conducted via Zoom due to COVID-19 safe management measures

(2) Total number represents full-time staff as at 30 June 2021

Respect & Consent Training

All students upon enrollment undergo mandatory training on respect and consent, as do all staff upon employment.

In order to reinforce the ongoing training, mandatory refresher modules have also been introduced:

- Students: Refresher modules are compulsory for all NUS third and fourth year students

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- who had completed the previous training.
- Staff: Refresher modules are required one year from the date of completion of the last training.

The breakdown of the number of students and staff who have completed the Respect and Consent module is as shown in Table 4 below.

Table 4. Breakdown of completion rate for Respect and Consent module by the University (accurate as of 30 June 2021).

Respect and Consent Module for Students	
Type of Student	Number of students completed
Staying on Campus (Hostel/Residential Colleges) (face-to-face workshop ⁽¹⁾ and e-module)	8,467 / 8,467 (100%)
Not staying on Campus (e-module)	18,456 / 19,025 (97.0%)
Total	26,923 / 27,492 (97.9%) ⁽²⁾
Respect and Consent Module for Staff	
Total	11,860/12,885 (92%) ⁽³⁾

(1) Conducted via Zoom due to COVID-19 safe management measures

(2) Total number represents AY2020/21 Semester 2 student enrolment

(3) Total number represents full-time staff as at 30 June 2021

First-Responder Training

First-Responder Training face-to-face workshops are held to strengthen the training for senior supervisory staff such as Heads of Departments who are likely to be the first-responders in incidents of sexual misconduct. As at 30 June 2021, an additional 54 staff have been identified and trained. As with the other educational initiatives, refresher sessions have also been initiated to strengthen outcomes.

Table 5. Completion rate for First-Responder Training (accurate as of 30 June 2021).

First-Responder Training	
Staff identified and trained between 1 January 2020 and 31 December 2020	284
Staff identified and trained between 1 January 2021 and 30 June 2021	54

**The numbers are targeted and not absolute.*

PREVENTION & PROTECTION

Heightened Security – Enhancing infrastructure for better campus safety

The University places the highest priority on the safety and well-being of our students and staff. As part of our efforts to create and maintain a safe educational and work environment, various security measures have been put in place on our campuses, including:

- Trained and experienced security personnel
- Round-the-clock, campus-wide patrols
- Comprehensive CCTV surveillance
- Secure shower cubicles in restrooms in all hostels and sports facilities
- Regular security inspections of restrooms on campus
- Proactive engagement with the campus community through emails and outreach talks to student groups. This includes regular reminders to the NUS community, especially those staying on campus, to look out for each other, be vigilant, and not allow non-residents into the hostels.

SUPPORT

No student or staff should suffer in silence

Comprehensive Support for Staff & Students Respondents

The University continues to strengthen its multi-level network of support by providing different avenues of help. Additional dedicated resources have been allocated to increase support not only for complainants but also respondents affected by sexual misconduct.

A brief overview of the various channels of support for both students and staff affected by sexual misconduct is set out below.

Targeted Support for Staff & Students affected by Sexual Misconduct			
		Previous	Enhancements
Staff	Complainants	EAP	NCU ⁽¹⁾ HWB ⁽³⁾
	Respondents	EAP	OHR ⁽⁴⁾ NUSHeart ⁽²⁾
Students	Complainants	VCU UCS	NCU UCS ⁽⁵⁾
	Respondents	OSA UCS	OSA ⁽⁶⁾ UCS

Two primary points of contact have been established for students and staff to obtain help and support in a safe and confidential manner:

- (1) The Victim Care Unit (“**VCU**”) was renamed the **NUS Care Unit** (“**NCU**”) in April 2021. Previously the VCU had prioritised support for complainants who were students. The NCU has since extended its care to complainants who are staff, and is now a dedicated unit on campus providing targeted support to NUS students and staff who have been affected by sexual misconduct. It provides coordinated, end-to-end care for students and staff affected by sexual misconduct through a variety of channels and services including: triage and referral, needs assessment, information and help, safety planning, accompaniment and other forms of

practical support. The team offers a private and safe avenue for victims to seek support and to be heard.

- (2) Since February 2021, the **NUSHeart Programme** (formerly Employee Assistance Programme – “EAP”) has similarly expanded its scope from offering general staff well-being solutions to extending targeted support to staff complainants and respondents affected by sexual misconduct. It offers support to staff complainants by addressing emotional and behavioural issues (including stress, depression, anxiety) that may result from traumatic experiences. Respondents also receive support in a positive way, such as through help in clarifying issues, exploring options, developing strategies and increasing self-awareness.

In addition, both platforms are well-supported by other avenues and channels across the University offering professional counselling, outreach and other resources:

- (3) Established in November 2020, **Health and Wellbeing (Office of the President)** (“**HWB**”) spearheads innovation, implementation, and evaluation of health and wellbeing programmes for NUS staff. Its team works with NUS Care Unit to offer evidence-based psychological support to staff complainants involved in sexual misconduct investigations.
- (4) A team of **OHR** care officers work with stakeholders such as the ORMC to provide supportive care for staff respondents involved in investigations. This includes accompanying respondents for investigation interviews and delivering hearing outcomes and sanctions.
- (5) The **University Counselling Services** (“**UCS**”) offer services and programmes to not only assist students in addressing their immediate concerns, but to also acquire skills for individual growth. UCS works with NUS Care Unit and Office of Student Affairs to offer counselling support for student complainants and respondents involved in sexual misconduct investigations.
- (6) Students are well served by a multi-level network of campus-wide support that has been put in place, which include:
 - Student Support Managers who are the first line of help at the faculty or school level;
 - Masters, Resident Advisors and Resident Fellows offer who provide support in the hostels; and
 - Student Wellness Managers and Peer Student Supporters from Office of Student Affairs.

RESOURCES

NUS Statutes and Regulations

Comprehensive information about NUS' statutes, regulations, policies, definitions and procedures can be found on the [Registrar's Office website](#).

NUS Code of Student Conduct

The NUS Code of Student Conduct can be found on the [Office of Student Affairs' website](#).

NUS Code of Conduct for Staff

The NUS Code of Conduct for Staff can be accessed from this [link](#).

NUS Policy on the Protection of Staff and Students Against Sexual Misconduct

The Policy on the Protection of Staff and Students Against Sexual Misconduct can be accessed from this [link](#).

Past Report:

The previous report on complaints of sexual misconduct can be found below:

[Report on Complaints of Sexual Misconduct \(1 January 2020 to 31 December 2020\)](#)

Office of Risk Management and Compliance

Office of Student Conduct
