



Update on Complaints of Sexual Misconduct (1 January 2022 to 30 June 2022)

1 September 2022

CONTENTS

Introduction	4
Guide	7
Executive Summary	8
Statistical Summary of Complaints of Sexual Misconduct Involving Students	9
Descriptive Summary of Complaints of Sexual Misconduct Between 1 January 2022 and 30 June 2022 (Involving Students)	11
Updates to Previous Cases	13
Statistical Summary of Complaints of Sexual Misconduct Involving Staff	15
Descriptive Summary of Complaints of Sexual Misconduct Between 1 January 2022 and 30 June 2022 (Involving Staff)	16
Updates to Previous Cases	16
Resources	17

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: +65 6601 4000

Email: ncu_help@nus.edu.sg

2. NUSHeart (for Staff)

Helpline: 800 130 1950

Email: support@resourcesforyourlife.com

INTRODUCTION

The National University of Singapore (NUS) is committed to building a culture of respect and consent where all members of the NUS community can pursue their academic and professional aspirations in a safe, conducive and supportive campus.

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. A high level of completion rate has been achieved for Respect and Consent training which is required of every student and staff to imbue personal responsibility for healthy relationships, and understanding of intervention roles they can play individually as bystanders.

EDUCATION AND AWARENESS

Respect & Consent Training

All students and staff, upon enrollment and employment respectively, undergo mandatory training on respect and consent.

To reinforce the ongoing training, mandatory refresher modules have also been introduced:

- Students: Refresher modules are compulsory for all NUS students who commence their fifth regular semester, regardless of their level of study.
- Staff: Refresher modules are required two years 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 shown in Tables 1 and 2 below.

Table 1. Breakdown of completion rate for Respect and Consent module for students (accurate as of 30 June 2022).

A Culture of Respect and Consent Module for Students (RC1000A)	
Student Profile	Number of Students Who Have Completed the Module
Staying on Campus (Halls/Residential Colleges) (face-to-face workshop ⁽¹⁾ and e-module)	9,852 / 9,852 (100%)
Not staying on Campus (e-module)	17,736 / 18,083 (98%)
Total	27,588 / 27,935 (99%)⁽²⁾
Refresher for A Culture of Respect and Consent Module for Students (RC1010A)	
Total	19,239 / 19,824 (97%)⁽³⁾

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

(2) Total number represents Academic Year 2021/22 Semester 2 student enrolment

(3) Total number of students who commenced their fifth regular semester of study or beyond after completion of RC1000A

Table 2. Breakdown of completion rate for Respect and Consent module for staff (accurate as of 30 June 2022).

A Culture of Respect and Consent Module for Staff	
Total	12,301 / 12,721 (97%)⁽⁴⁾
2021 Refresher Exercise ⁽⁵⁾ for 'A Culture of Respect and Consent' for Staff	
Total	6,923 / 6,931 (99%)⁽⁶⁾

(4) Total number represents full-time staff as at 30 June 2022

(5) 2022 Refresher Exercise for staff will commence in August 2022

(6) Total number represents full-time staff assigned the 2021 refresher as at 30 June 2022. Staff who did not complete the refresher in 2021 will be included in the 2022 exercise.

Bystander Training

The University recognises the importance of an active bystander who can make a meaningful difference to the affected individuals. An active bystander who intervenes safely and provides assistance to affected individuals in problematic situations contributes to the University's goal of building an enduring culture of respect and consent.

- Students: A segment on Bystander Intervention Training was integrated into both respect and consent modules, RC1000A and RC1010A.
- Staff: NUS had conducted Bystander Training for full-time staff assigned the training in April 2021. The breakdown of the number of staff who have completed the training is shown in Table 3 below.

Table 3. Breakdown of completion rate for Bystander Training workshop by staff during the period 1 January 2021 to 31 December 2021 (accurate as of 31 December 2021).

Bystander Training for Staff – Workshop	
	Number of staff completed
Face-to-face/Zoom⁽¹⁾	11,147 / 11,403⁽²⁾ (97%)

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

(2) Total number represents full-time staff assigned the training in April 2021 (exclude exemptions due to long leave, departure etc.) Staff unable to attend Zoom training sessions in 2021 will go through the bystander training segment when due for Respect and Consent refresher.

The Bystander Training has been incorporated as a segment in the Respect and Consent Module as of 1 August 2022.

First-Responder Training

Face-to-face First-Responder Training workshops are held to strengthen the training for staff who are likely to be the first-responders in incidents of sexual misconduct. These include student-facing staff in campus residences, as well as staff from the Office of Student Affairs and Campus Emergency

and Security. As with other educational initiatives, refresher sessions have also been initiated to strengthen outcomes.

Table 4. Completion rate for First-Responder Training (accurate as of 30 June 2022).

First-Responder Training	
Staff identified and trained between 1 January 2021 and 30 June 2021	54
Staff identified and trained between 1 July 2021 and 31 December 2021	31
Staff identified and trained between 1 January 2022 and 30 June 2022	11
First-Responder Refresher Training	
Staff identified and trained between 1 July 2021 – 31 December 2021	108

Note: No First Responder Training refresher sessions have been scheduled in 2022 as most identified first responders have completed the training/refresher in 2021.

Training the Trainers

As part of NUS' revamp of the Respect and Consent module, all students in the upcoming academic year, unless otherwise specified, are mandated to complete both the e-module and workshop components to fulfil the requirement of the module. From April to July 2022, the Office of Student Conduct (OSC) conducted training sessions to equip trainers with the knowledge and tools for them to conduct the workshops. Facilitator guides and workshop materials were also revamped and provided to all facilitators.

Enhancements to the Respect and Consent modules

New training content has been introduced to enhance and refresh the Respect and Consent module to keep it up-to-date and underscore the importance of an active bystander, and how bystander intervention can be applied to various situations.

Collaboration with NUSSU Student Leaders

A task force was established under the NUS Students' Union (NUSSU) Executive Committee for matters relating to sexual misconduct, including feedback on the Respect and Consent modules. OSC collaborated with the task force to improve the content of the courses through survey feedback gathered from students. OSC also attended and observed the first iteration of the First-Responder Training conducted by NUSSU student leaders. NUSSU student leaders have since conducted two more training sessions for the general student population, and student leaders and staff of Raffles Hall. They hope to roll out more training to the student leaders of the Halls and Residential Colleges within the next academic year.

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.

OHR refers to the Office of Human Resources.

ORMC refers to the Office of Risk Management and Compliance.

OSC refers to the Office of Student Conduct.

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), COC Staff and Policy on the Protection of Students and Staff against Sexual Misconduct.*

Limitations/Caveat

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

EXECUTIVE SUMMARY

Summary of Complaints

This report presents information on sexual misconduct complaints made to the University within the reporting period (1 January 2022 – 30 June 2022). Updates on complaints that were reported prior to 1 January 2022 are also included for information.

Due to privacy and confidentiality and to protect the identities of complainants and avoid re-traumatising them, details and circumstances associated with the cases have been redacted in the brief descriptions. Between 1 January 2022 and 30 June 2022, 14 sexual misconduct complaints were made to the University, with 12 involving student respondents and two involving staff respondents.

Speaking out and reporting incidents of sexual misconduct take deep courage. We want to give all staff and students assurance that each complaint is taken seriously, investigated thoroughly, and appropriate disciplinary sanctions are imposed for every infringement that is proven. Together, we can raise awareness in the community and create a safer and more conducive campus environment.

STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STUDENTS

Number of reports between 1 January 2022 and 30 June 2022

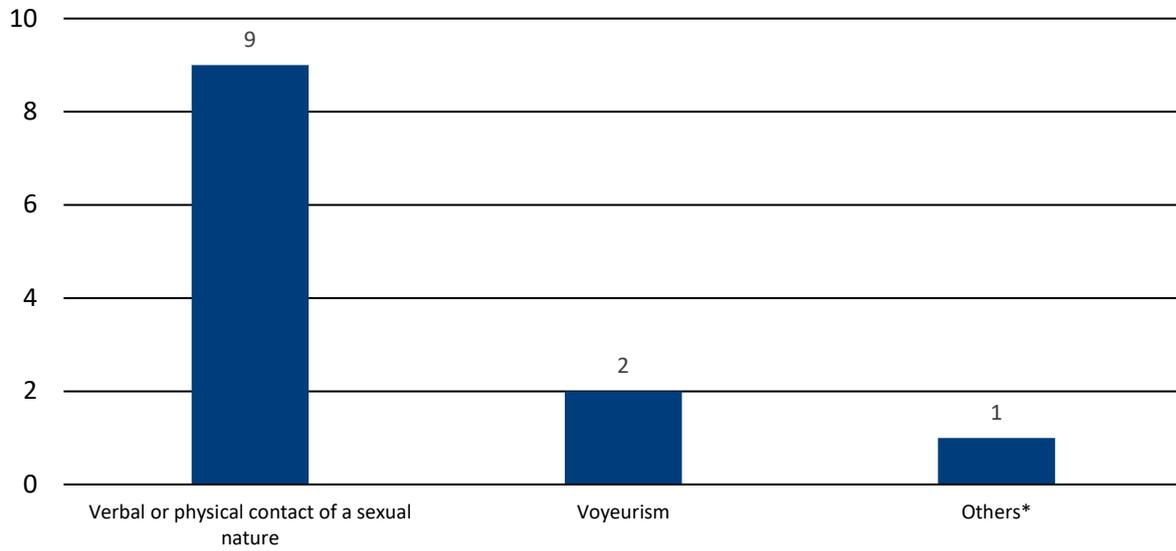
This section presents a brief summary of complaints of sexual misconduct involving students that were brought to the attention of NUS between 1 January 2022 and 30 June 2022. The tables and charts below include complaints that are currently pending investigation by the University.

Table 5. Complaints of sexual misconduct by case outcome adjudicated by the Board of Discipline (BOD), referred to Faculty for disciplinary action (Faculty), issued warning or No Further Action (Warning/NFA), or pending investigation.

Complaints of Sexual Misconduct by Case Outcome							
	BOD			Faculty	Warning/NFA	Pending Investigation	Total
	Charge(s) made out	Charge(s) dismissed	Pending				
1 January 2022 to 30 June 2022	5	0	1	0	0	6	12
1 July 2021 to 31 December 2021	6	2	0	0	0	0	8
1 January 2021 to 30 June 2021	5	2	0	1	2	0	10
1 July 2020 to 31 December 2020	3	1	0	1	2	0	7
1 January 2020 to 30 June 2020	2	1	0	1	1	0	5

Classification

Figure 1. Classification of complaints of sexual misconduct made between 1 January 2022 and 30 June 2022.



*Others include offences not in categories listed.

DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JANUARY 2022 AND 30 JUNE 2022 (INVOLVING STUDENTS)

S/N	Date of FIR to CES	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
1	4 January 2022	On Campus	Others - Theft of undergarments	<p>The respondent was alleged to have stolen undergarments and clothing from a laundry rack at a hostel.</p> <p>The respondent was also found to have trespassed into different hostels on multiple occasions.</p>	No	The BOD suspended the respondent for two semesters with 120 hours of community-based sanctions and mandated counselling, and psychiatric treatment. The respondent had 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.	Yes
2	6 January 2022	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.	Yes	<p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent is appealing against the BOD's decision.</p> <p>This is the respondent's second BOD hearing. Refer to S/N (4) of the table below under "Updates to Previous Cases".</p>	Yes
3	18 January 2022	On Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched multiple complainants inappropriately without consent.	No	The case is pending investigation.	Yes
4	13 February 2022	Off Campus	Verbal or physical contact of a sexual nature	<p>The respondent was alleged to have touched the complainant inappropriately without consent.</p> <p>The respondent was also alleged to have made unwanted and inappropriate comments towards the complainant.</p>	Yes	<p>No-Contact Orders were issued.</p> <p>The BOD suspended the respondent for four semesters with 120 hours of community-based sanctions and mandated counselling. The respondent had 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.</p> <p>The respondent is appealing against the BOD's decision.</p>	Yes

Update on Complaints of Sexual Misconduct (1 January 2022 to 30 June 2022)

S/N	Date of FIR to CES	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
5	17 March 2022	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent. The complainant is a member of the public.	No	The case is pending investigation.	Yes
6	21 March 2022	On Campus	Voyeurism	The respondent was alleged to have peeped and taken a photo of the complainant while the latter was showering.	No	The BOD suspended the respondent for two semesters with 120 hours of community-based sanctions, mandated counselling, and psychiatric treatment. The respondent had 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.	Yes
7	23 March 2022	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	No	No-Contact Orders were issued. The case is pending a BOD hearing.	Yes
8	12 April 2022	On Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	No	No-Contact Orders were issued. The case is pending investigation.	Yes
9	24 April 2022	Off Campus	Voyeurism	The respondent was alleged to have placed a pinhole camera in a toilet.	No	The BOD withdrew the respondent's degree with immediate effect.	Yes
10	29 April 2022	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent. The respondent was also alleged to have sent obscene photo(s) to the complainant. The complainant is a member of the public.	No	The case is pending investigation.	Yes

Update on Complaints of Sexual Misconduct (1 January 2022 to 30 June 2022)

S/N	Date of FIR to CES	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
11	10 May 2022	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	No-Contact Orders were issued. The case is pending investigation.	Yes
12	16 June 2022	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	No	No-Contact Orders were issued. The case is pending investigation.	Yes

UPDATES TO PREVIOUS CASES

The following table contains updates to eight cases of sexual misconduct which were reported before 1 January 2022:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	Sexual Assault The respondent was alleged to have had non-consensual sexual intercourse with the complainant while they were in a hostel.	A DAB hearing was convened.	The BOD had terminated the respondent's candidature with immediate effect. The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.
2	Verbal or physical contact of a sexual nature The respondent was alleged to have touched the first complainant inappropriately without consent while they were in a hostel. The respondent was also alleged to have filmed the second complainant in the nude without consent while they were in a hostel.	A DAB hearing was convened.	The BOD had terminated the respondent's candidature with immediate effect. The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.
3	Sexual Assault The respondent was alleged to have touched the complainant inappropriately without consent.	Case is pending DAB hearing.	The BOD terminated the respondent's candidature with immediate effect. The respondent is appealing against the BOD's decision.
4	Verbal or physical contact of a sexual nature The respondent was alleged to have touched multiple complainants inappropriately without consent while they were in a hostel.	Case is pending DAB hearing.	The BOD terminated the respondent's candidature with immediate effect. The respondent is appealing against the BOD's decision. The respondent was found to have committed a separate incident of sexual misconduct. Please refer to the S/N (2) of the table above under "Complaints

Update on Complaints of Sexual Misconduct (1 January 2022 to 30 June 2022)

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
			of Sexual Misconduct between 1 January 2022 and 30 June 2022 (involving students)".
5	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have touched the complainant inappropriately without consent.</p>	Case is pending DAB hearing.	<p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent is appealing against the BOD's decision.</p>
6	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have touched the complainant inappropriately without consent.</p> <p>The complainant is a member of the public.</p>	<p>A BOD hearing was convened.</p> <p>Case is pending DAB hearing.</p>	<p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent is appealing against the BOD's decision.</p>
7	<p>Sexual Assault</p> <p>The respondent was alleged to have sexually assaulted the first complainant both on and off campus, and was also alleged to have filmed sexual acts with the first complainant without consent while they were off campus.</p> <p>The respondent was alleged to have touched the second complainant inappropriately without consent.</p>	A BOD hearing was convened.	The BOD terminated the respondent's candidature with immediate effect.
8	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have touched the complainant inappropriately without consent.</p>	<p>A BOD hearing was convened.</p> <p>Case is pending DAB hearing.</p>	<p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent is appealing against the BOD's decision.</p>

STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STAFF

Number of reports between 1 January 2022 and 30 June 2022

This section presents a brief summary of complaints of sexual misconduct involving staff that were brought to the attention of NUS between 1 January 2022 and 30 June 2022. The tables and charts below include complaints that are currently pending investigations by the University.

Table 6. 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 2022 to 30 June 2022	2	0	0	2
1 July 2021 to 31 December 2021	1	0	0	1
1 January 2021 to 30 June 2021	1	0	0	1
1 July 2020 to 31 December 2020	3	3	0	6
1 January 2020 to 30 June 2020	1	3	0	4

DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JANUARY 2022 AND 30 JUNE 2022 (INVOLVING STAFF)

S/N	Date Reported	On / Off Campus	Type of Offence	Description of Offence	Disciplinary Actions and Sanctions	Police Report
1	24 January 2022	On Campus	Sexual Harassment	The respondent – who was a research staff – was alleged to have entered a toilet of the opposite gender when a student was occupying one of the cubicles, causing harassment to the student.	No Contact Orders were issued and the respondent was suspended from duty. Investigations completed on 11 March 2022. The respondent was dismissed on 20 April 2022.	Yes
2	3 March 2022	On Campus	Sexual Assault	The respondent – who was a faculty member – was alleged to have engaged in inappropriate conduct, including physical contact, with a student without consent on campus.	No Contact Orders were issued and the respondent was suspended from duty. Investigations completed on 14 March 2022. A Committee of Inquiry determined the respondent's actions constituted inappropriate and unprofessional behaviour towards the student, and the respondent was dismissed on 27 April 2022.	Yes

UPDATES TO PREVIOUS CASES

There are no cases involving staff pending investigations before 1 January 2022.

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 Conduct 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 Reports:

The previous reports on complaints of sexual misconduct can be found on the [Office of Student Conduct website](#).

Office of Risk Management and Compliance

Office of Student Conduct
