



Update on Complaints of Sexual Misconduct (1 January 2023 to 30 June 2023)

7 September 2023

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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: +65 6601 4000

Email: ncu_help@nus.edu.sg

2. NUSHeart (for Staff)

Helpline: 800 852 6317

Email: support@intellect.co

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 the University's zero-tolerance for sexual misconduct and reflects our 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.

EDUCATION AND AWARENESS

Respect & Consent Training

All students and staff, upon enrollment and employment respectively, will be required to complete the Respect and Consent course.

In addition, refresher courses on Respect and Consent have been introduced, as follows:

- For students: Refresher courses are compulsory for all NUS students who commence their fifth regular semester.
- For staff: Refresher courses are required two years after completing the Respect and Consent course.

The breakdown of the number of students and staff who have completed the Respect and Consent course is shown in Tables 1 and 2 below.

Table 1. Completion rate for Respect and Consent course for students (accurate as of 30 June 2023).

A Culture of Respect and Consent Course for Students (RC1000A)	
Student Profile	Number of Students Who Have Completed the Course
Staying on Campus (Halls/Residential Colleges) (e-course and workshop ⁽¹⁾)	147 / 147 (100%)
Not staying on Campus (e-course and workshop ⁽¹⁾)	921 / 944 (98%)
Total	1,068 / 1,091 (98%)⁽²⁾
Refresher for A Culture of Respect and Consent Course for Students (RC1010A)	
Total	11,962 / 12,216 (98%)⁽³⁾

(1) Conducted either face-to-face or via Zoom

(2) Total number represents Academic Year 2022/23 Semester 2 enrolment of new students

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

Table 2. Completion rate for Respect and Consent course for staff (accurate as of 30 June 2023).

A Culture of Respect and Consent Course for Staff	
Total	12,744⁽⁴⁾ / 13,193 (96.6%)⁽⁵⁾

(4) Majority of the staff who have not completed the course are new hires who are completing the module during onboarding. Staff who did not complete the course will be included in the 2023 refresher exercise (to be held in Q4 2023).

(5) Total number represents full-time staff as at 30 June 2023

First-Responder Training

Face-to-face First-Responder Training workshops help 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.

Table 3. Completion rate for First-Responder Training (accurate as of 30 June 2023).

First-Responder Training	
Staff identified and trained between 1 January 2023 and 30 June 2023	46

Note: As of 30 June 2023, there are a total of 155 trained first responders.

Training on Disciplinary Processes and Roles of the Board of Discipline and Disciplinary Appeals Board

In January 2023, the Office of Student Conduct (OSC) conducted training sessions for members of the NUS Panel for Student Discipline, NUS Graduate Panel for Student Discipline, as well as the NUS Undergraduate Panel for Student Discipline, who adjudicate cases involving students at disciplinary hearings.

In partnership with the Office of Legal Affairs (OLA), the Office of Student Affairs (OSA), and the NUS Care Unit (NCU), OSC provided panel members with information on the University's disciplinary processes, sanctioning considerations, as well as the perspectives of respondents and complainants.

Educational Outreach

In January 2023, OSC continued to conduct outreach talks at the various colleges, faculties and schools during orientation seasons and the start of each semester to inform matriculating students about student conduct matters.

Training on Respect and Consent

The Respect and Consent course, mandatory for new students, has a workshop component which provides a platform for students to have open discussions on consent and bystander intervention. The workshops are conducted in small groups and led by trained facilitators. OSC continues to conduct training sessions for facilitators and co-facilitators. In April and June 2023, OSC extended these training

sessions to various colleges, faculties and schools, equipping faculty members with the necessary knowledge and skills to lead workshops for students at their respective levels. Main facilitators must attend the training sessions and be certified before they are authorised to conduct workshops.

Updates to RC1000A/RC1010A

In collaboration with OSA and NCU, OSC has enhanced the Respect and Consent courses by introducing fresh scenarios to the existing course materials. These additions ensure the courses remain up-to-date and provide facilitators and students with more opportunities to delve deeper into the practical application of the course contents, enriching the overall learning experience.

Collaboration with NUSSU Student Leaders

OSC continues its partnership with the NUS Students' Union (NUSSU) Executive Committee by obtaining feedback from NUS students through the exam welfare pack survey. Notably, the majority of survey participants expressed support for increased disciplinary sanctions concerning sexual misconduct offences. OSC will further collaborate with the NUSSU Executive Committee to enhance its outreach, and the content of the Respect and Consent course.

2022 Campus Climate Survey

The 2022 Campus Climate Survey – first conducted by NCU in 2020 to better understand the experiences, perceptions and attitudes of students – yielded encouraging findings. It revealed a notable increase in awareness of NUS' sexual misconduct policy, with 86.2% of students indicating awareness of the policy, compared to 66.3% in the 2020 survey. The survey also showed a positive shift in students' perceptions of safety from sexual misconduct on or around campus, with students reporting significantly higher levels of agreement in feeling safe compared to the 2020 survey. NUS will continue to review, adapt and enhance our strategies to build a safe, inclusive and respectful environment for our community.

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 2023 – 30 June 2023). Updates on complaints that were reported prior to 1 January 2023 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 2023 and 30 June 2023, eight sexual misconduct complaints were made to the University, with seven involving student respondents; and one involving a staff respondent.

Speaking out and reporting incidents of sexual misconduct take courage. We want to give all staff and students assurance that every complaint is taken seriously, investigated thoroughly, and appropriate disciplinary sanctions imposed for every infringement that is proven. Together, we can raise awareness in our 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 2023 and 30 June 2023

This section presents a brief summary of complaints of sexual misconduct involving students brought to the attention of NUS between 1 January 2023 and 30 June 2023. The tables and charts below include complaints that are currently pending investigation by the University.

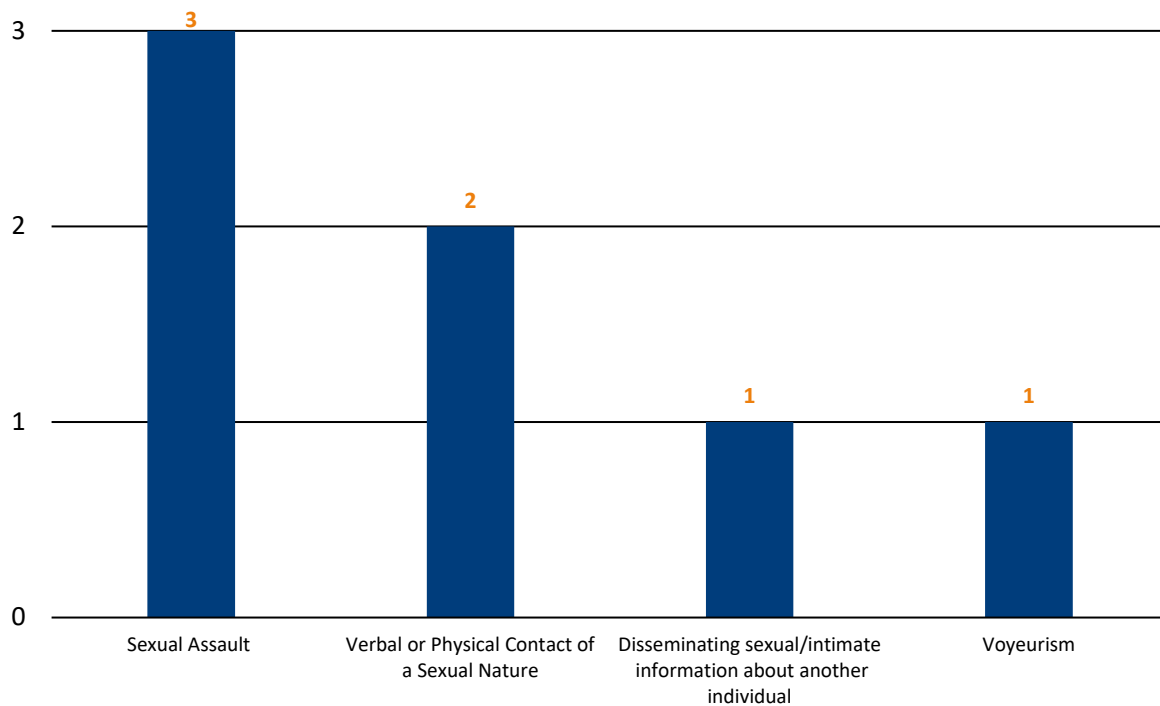
Table 4. Complaints of sexual misconduct by case outcome adjudicated by the Board of Discipline (BOD), referred to Faculty for disciplinary action (Faculty), issued warning or No Further Action (Warning/NFA), or pending investigation.

Complaints of Sexual Misconduct by Case Outcome							
	BOD			Faculty	Warning/NFA	Pending Investigation	Total
	Charge(s) made out	Charge(s) dismissed	Pending				
1 January 2023 to 30 June 2023	3	0	2	0	1	1	7
1 July 2022 to 31 December 2022	4	1	0	0	1	0	6*
1 January 2022 to 30 June 2022	9	0	0	0	3	0	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

*One case was excluded from the table as it was subsequently classified as non-sexual misconduct.

Classification

Figure 1. Classification of complaints of sexual misconduct made between 1 January 2023 and 30 June 2023.



DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JANUARY 2023 AND 30 JUNE 2023 (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	25 January 2023	Off Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant. The complainant is a member of the public.	No	No Further Action taken due to insufficient evidence.	Yes
2	31 January 2023	On Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant while they were in a hostel.	Yes	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
3	13 February 2023	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 BOD suspended the respondent for two semesters with 120 hours of community-based sanctions and mandated counselling. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.	Yes
4	26 February 2023	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.	No	No-Contact Orders were issued. The BOD hearing is ongoing for the case.	Yes
5	3 April 2023	Off Campus	Voyeurism	The respondent was alleged to have filmed sexual acts with the complainant without consent and threatened the complainant with the distribution of intimate videos online.	No	No-Contact Orders were issued. The case is pending a BOD hearing. The respondent was alleged to have committed a separate incident of sexual misconduct. Please refer to the S/N (7) of this table.	Yes

Update on Complaints of Sexual Misconduct (1 January 2023 to 30 June 2023)

S/N	Date of FIR to CES	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
6	25 May 2023	Off Campus	Disseminating sexual/intimate information about another individual	The respondent was alleged to have intentionally distributed intimate photos of the complainant online without consent. The complainant is a member of the public.	No	The BOD suspended the respondent for four semesters with 120 hours of community-based sanctions and mandated counselling. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.	Yes
7	19 June 2023	Off Campus	Sexual Assault	The respondent was alleged to have attempted non-consensual sexual intercourse with the complainant and retained intimate videos and photographs of the complainant without consent.	No	No-Contact Orders were issued. The case is pending investigation. The respondent was alleged to have committed a separate incident of sexual misconduct. Please refer to the S/N (5) of this table.	Yes

UPDATES TO PREVIOUS CASES

The following table contains updates to ten cases of sexual misconduct which were reported before 1 January 2023:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	Verbal or physical contact of a sexual nature The respondent was alleged to have touched the complainant inappropriately without consent.	DAB hearing was convened.	The BOD 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 deceived the complainant in obtaining intimate photos of the latter. The complainant is a member of the public.	BOD hearing was convened.	The BOD suspended the respondent for two semesters with 120 hours of community-based sanctions and mandated counselling. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.
3	Verbal or physical contact of a sexual nature The respondent was alleged to have touched the complainant inappropriately without consent.	DAB hearing was convened.	The BOD 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.
4	Verbal or physical contact of a sexual nature The respondent was alleged to have made multiple verbal remarks of a sexual nature towards the complainant while they were in a hostel.		No-Contact Orders were issued. The BOD suspended the respondent for four semesters with 120 hours of community-based sanctions, mandated counselling, and psychiatric treatment. The respondent was barred from NUS campus premises during the period of suspension and

Update on Complaints of Sexual Misconduct (1 January 2023 to 30 June 2023)

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
		DAB hearing was convened.	will also be barred from all on-campus housing premises for the remaining period of candidature. The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.
5	Verbal or physical contact of a sexual nature The respondent was alleged to have touched the complainant inappropriately without consent.	No further action taken as the evidence were inconclusive to prove the case.	No-Contact Orders were issued.
6	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.	DAB hearing was convened.	The BOD terminated the respondent's candidature with immediate effect. The respondent filed an appeal against the BOD's decision. The DAB allowed the appeal on strong compassionate grounds and suspended the respondent for five semesters with 120 hours of community-based sanctions, mandated counselling, and psychiatric treatment. The respondent will also be barred from all on-campus housing premises for the remaining period of candidature.
7	Indecent Exposure The respondent was alleged to have committed obscene acts on multiple occasions on campus.	BOD hearing was convened.	The BOD suspended the respondent for three semesters with 60 hours of community-based sanctions, mandated counselling, and psychiatric treatment. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.
8	Verbal or physical contact of a sexual nature The respondent was alleged to have touched the complainant inappropriately without consent.	BOD hearing was convened.	No-Contact Orders were issued. The BOD suspended the respondent for four semesters with 120 hours of community-based sanctions and mandated counselling. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature. The respondent filed an appeal against the BOD's decision. The respondent subsequently withdrew the appeal.
9	Verbal or physical contact of a sexual nature The respondent was alleged to have touched the complainant inappropriately without consent.	BOD hearing was convened.	No-Contact Orders were issued. The BOD dismissed the charge against the respondent due to inconclusive evidence.
10	Voyeurism The respondent was alleged to have filmed the complainant while the latter was showering.	BOD hearing was convened.	No-Contact Orders were issued. The BOD suspended the respondent for two semesters with 120 hours of community-based sanctions, mandated counselling and psychiatric assessment. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.

STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STAFF

Number of reports between 1 January 2023 and 30 June 2023

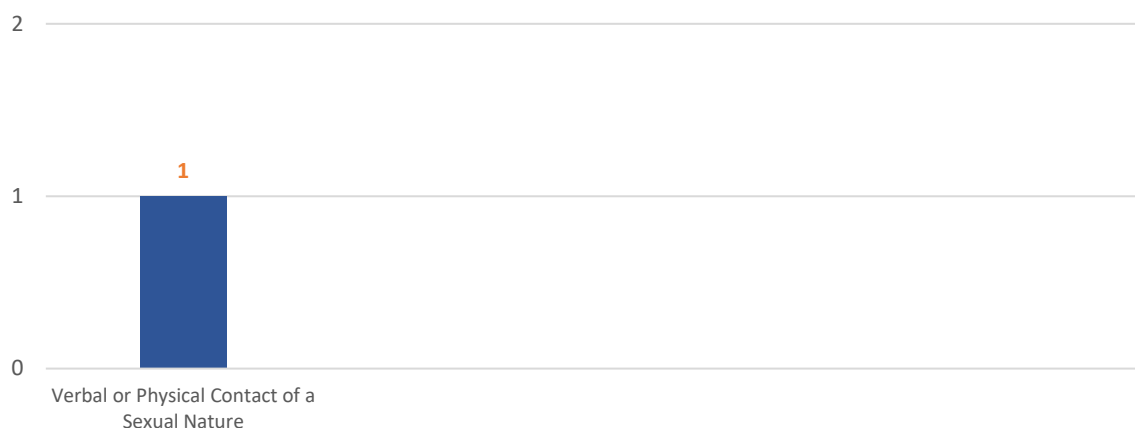
This section presents a brief summary of complaints of sexual misconduct involving staff brought to the attention of NUS between 1 January 2023 and 30 June 2023. The tables and charts below include complaints that are currently pending investigations by the University.

Table 5. Complaints of sexual misconduct are first referred to a Committee of Inquiry (COI) for fact finding and thereafter decisions are made by the Evaluation Authority in accordance with the SDP. Outcomes may take the form of disciplinary actions taken (Sanctions), No Further Action taken due to insufficient evidence (NFA), case still pending investigations or undergoing COI proceedings.

Complaints of Sexual Misconduct by Case Outcomes					
	Sanctions	NFA	Pending Investigations	Undergoing COI	Total
1 January 2023 to 30 June 2023	0	1	0	0	1
1 July 2022 to 31 December 2022	3	0	0	0	3
1 January 2022 to 30 June 2022	2	0	0	0	2
1 July 2021 to 31 December 2021	1	0	0	0	1
1 January 2021 to 30 June 2021	1	0	0	0	1
1 July 2020 to 31 December 2020	3	3	0	0	6
1 January 2020 to 30 June 2020	2	2	0	0	4

Classification

Figure 2. Classification of complaints of sexual misconduct made between 1 January 2023 and 30 June 2023.



DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JANUARY 2023 AND 30 JUNE 2023 (INVOLVING STAFF)

S/N	Date Reported	On / Off Campus	Type of Offence	Description of Offence	Disciplinary Actions and Sanctions	Police Report
1	28 April 2023	Off Campus	Verbal or physical contact of a sexual nature	The respondent – an administrative staff with no teaching duties – was alleged to have inappropriately touched the complainant without consent several years ago. The complainant is a member of the public.	Investigations completed in May 2023. Due to limited facts and evidence, a case could not be made out. No further action was recommended.	Yes

UPDATES TO PREVIOUS CASES

The following table contains updates to a case of sexual misconduct which was reported before 1 January 2023:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	Verbal or physical contact of a sexual nature The respondent – a part-time academic staff – was alleged to have made inappropriate sexual remarks in the presence of several students on separate occasions.	COI proceedings completed and case concluded	The respondent was served with a Final Written Warning and reassigned to another role. As at the date of this report, the respondent has left the employment of NUS.

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
