



Building a Culture of Respect and Consent

(1 January 2024 to 30 June 2024)

2 September 2024

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ADVISORY

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

(1) Campus Emergency and Security

Hotline: +65 6874 1616 (available 24/7)

Email: ces@nus.edu.sg

(2) NUS Care Unit (for both Staff and Students)

Helpline: +65 6601 4000

Email: ncu_help@nus.edu.sg

(3) NUSHeart (for Staff)

Helpline: 800 852 6317

Email: support@intellect.co

(4) Office of Risk Management & Compliance (for Staff)

Whistle-blowing Hotline: +65 6516 6209

Email: whistleblow@nus.edu.sg

INTRODUCTION

The National University of Singapore (NUS) is committed to nurturing a culture of respect and consent. We strive towards a safe, conducive, and supportive campus where every member of the NUS community can pursue their academic and professional aspirations.

This report reaffirms the University’s unwavering stance against sexual misconduct and underscores our ongoing efforts to raise awareness among students and staff, as well as foster a safe, inclusive and respectful environment.

PART 1: EDUCATION AND AWARENESS

Respect & Consent Training

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

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

- For students: Refresher courses are compulsory for all NUS students who commence their fifth regular semester.
- For staff: Refresher courses are required once every two years (regular staff) or four years (visiting/adjunct staff) after the completion of 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 2024).

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, Houses and Residences) (e-course and workshop ⁽¹⁾)	146 / 146 (100%)
Not staying on Campus (e-course and workshop ⁽¹⁾)	1,975 / 2,074 (95%)
Total	2,121 / 2,220 (96%) ⁽²⁾
Refresher for A Culture of Respect and Consent Course for Students (RC1010A)	
Total	11,681 / 11,924 (98%) ⁽³⁾

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

(2) Total number represents Academic Year 2023/24 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.

The mandatory Respect and Consent course for all students integrates workshop elements to foster open dialogue on respect for individuals, consent, and bystander intervention. The Office of Student

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Conduct (OSC) has continuously been improving workshop quality and conducting regular training sessions for facilitators and co-facilitators. In May 2024, these training sessions were expanded to various faculties and hostels, equipping staff with the necessary knowledge and skills to lead workshops within their units. Attendance and certification in these sessions are prerequisites for facilitators to conduct workshops.

Table 2. Completion rate for Respect and Consent e-course for in-scope staff (accurate as of 30 June 2024).

A Culture of Respect and Consent Course for in-scope Staff	
Total	12,061 / 12,344 (98%)⁽⁴⁾

⁽⁴⁾ Total number represents full-time in-scope staff as of 30 June 2024.

The e-course for staff is regularly refined to underscore NUS' values and cultivate a culture of respect and consent, with emphasis on the importance of acknowledging one another's differences and reaffirming NUS' commitment to inclusivity in our workplace.

The most recent iteration of the course also addresses workplace gossip, encouraging staff to communicate thoughtfully, and prioritises responsible and considerate interactions. It also emphasises the importance of refraining from engaging in gossip, highlighting its potential to disrupt harmony and erode trust in the workplace. A recent survey revealed that staff found the updated course clear, well-organised and useful in facilitating their learning while familiarising themselves with the NUS Code of Conduct.

Staff who have not completed the course are mostly new hires in the process of onboarding. Others who have not done so will receive regular reminders.

First-Responder Training

Face-to-face First-Responder Training workshops help prepare 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 (OSA), and Campus Emergency and Security (CES).

The workshop teaches learners how to identify the different types of sexual misconduct, understand options for complainants under Singapore law and NUS policy and procedures, and the impact of sexual misconduct and trauma on survivors.

Table 3. Completion rate for First-Responder Training (accurate as of 30 June 2024).

First-Responder Training	
Staff identified and trained between 1 January 2024 and 30 June 2024	30

Note: As of 30 June 2024, there are a total of 315 trained first responders.

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

OSC organised several training sessions tailored for members of the NUS Panel for Student Discipline, NUS Graduate Panel for Student Discipline, and the NUS Undergraduate Panel for Student Discipline, who adjudicate disciplinary cases involving student respondents. In partnership with the Office of Legal Affairs (OLA), OSA, and the NUS Care Unit (NCU), these sessions provided panel members with enhanced insights into the University's disciplinary processes, sanctioning considerations, and the viewpoints of both respondents and complainants.

As part of the training, OSC collaborated with NCU to design a comprehensive programme aimed at providing panel members with a nuanced understanding of trauma-sensitive adjudication. Apart from the adjudication process, panel members were taught how to recognise and respond to the potential trauma experienced by the different parties. Through a combination of theoretical frameworks, case studies and interactive discussions, panel members were equipped with the tools and insights necessary to approach disciplinary matters with empathy, sensitivity, and a trauma-informed perspective.

Concomitantly, OSC also worked with OLA to equip panel members with a deeper understanding of the legal and procedural aspects of the disciplinary proceedings, as well as the necessary competencies to articulate their views and grounds in decision-making.

Educational Outreach

In January 2024, OSC conducted talks at various colleges, faculties, and schools during orientation sessions and at the start of the semester. This proactive approach aims to provide incoming students with important information relating to student conduct before they embark on their academic journey.

Sharing of Respect and Consent Course Materials

The UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a United Nations human rights treaty for women that defines what constitutes discrimination and how equality can be achieved. As a party to the CEDAW, Singapore is committed to better understand the issues and concerns pertaining to women's development.

In showcasing Singapore's efforts in introducing age-appropriate education on sexual and reproductive health and rights, and the teaching of concepts such as consent and gender-based violence, NUS shared its resources and materials relating to the Respect and Consent courses with representatives from the Ministry of Education.

Discussion on Student Discipline with Singapore Institute of Technology

In February 2024, OSC met with its counterparts from the Singapore Institute of Technology (SIT) to promote the exchange of insights on disciplinary matters. These discussions encompassed an exploration of best practices for addressing disciplinary matters within educational institutions, as well as considerations essential for fostering a conducive and supportive learning environment.

Review Committee for Sanctions Framework

From January to June 2024, the special committee, chaired by Emeritus Professor Walter Woon from the NUS Faculty of Law, continued with their second review of the sanctions framework. This committee comprised faculty members and student leaders who have had extensive experience in handling student disciplinary matters. The committee deliberated on several matters, including the effectiveness and impact of the sanctions framework as well as the University's authority in managing student disciplinary cases.

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.

PART 2: SEXUAL MISCONDUCT REPORTS (1 JANUARY 2024 TO 30 JUNE 2024)

Summary of Complaints

This report presents information on sexual misconduct complaints made to the University within the reporting period (1 January 2024 – 30 June 2024). Updates on complaints that were reported prior to 1 January 2024 are also included for information.

Due to privacy and confidentiality, protection of the identities of complainants and avoidance of re-traumatisation of the complainants, details and circumstances associated with the cases have been redacted in the brief descriptions. Between 1 January 2024 and 30 June 2024, 10 sexual misconduct complaints involving student respondents were made to the University.

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.

SEXUAL MISCONDUCT REPORTS INVOLVING STUDENTS

Number of reports between 1 January 2024 and 30 June 2024

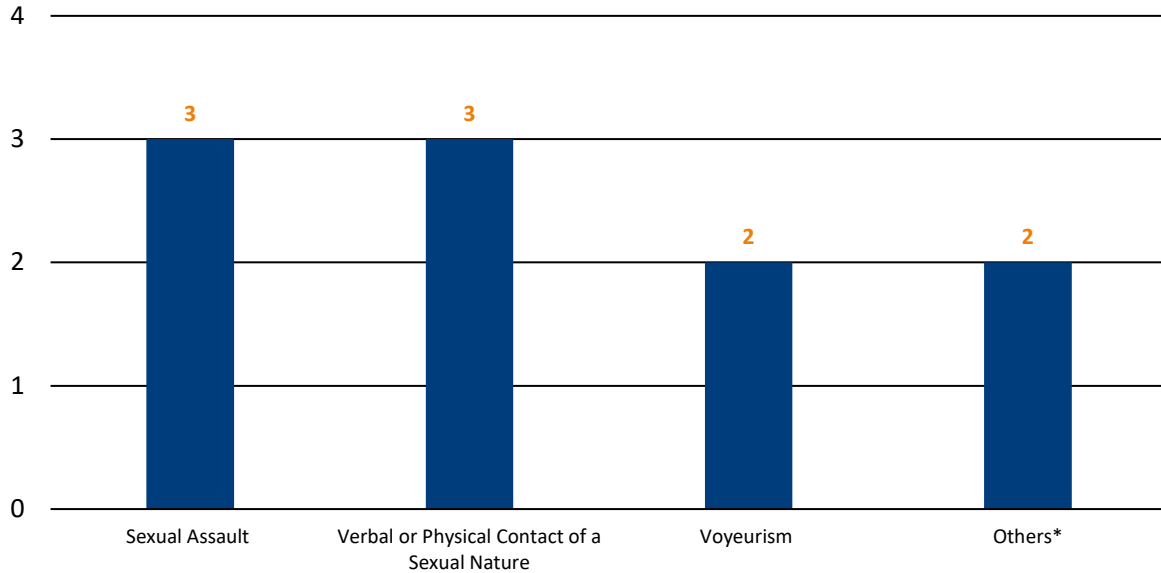
This section presents a brief summary of complaints of sexual misconduct involving students brought to the attention of NUS between 1 January 2024 and 30 June 2024. The tables and charts below include complaints that are pending investigation by the University.

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 2024 to 30 June 2024	0	0	2	0	0	8	10
1 July 2023 to 31 December 2023	5	0	0	2	2	2	11
1 January 2023 to 30 June 2023	4	2	0	0	1	0	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

Classification

Figure 1. Classification of complaints of sexual misconduct made between 1 January 2024 and 30 June 2024.



*Others include offences not in categories listed.

DETAILS OF SEXUAL MISCONDUCT REPORTS BETWEEN 1 JANUARY 2024 AND 30 JUNE 2024 (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	23 January 2024	On Campus	Voyeurism	The respondent was alleged to have filmed the complainant while the latter was showering in a hostel.	No	No-Contact Orders were issued. The case is pending a BOD hearing.	Yes
2	6 February 2024	On Campus	Voyeurism	The respondent was alleged to have filmed the complainant in a state of undress without consent while they were in a hostel.	No	The case is pending investigation. The respondent was found to have committed separate incidents of sexual misconduct. Please refer to S/N (4) of the table below under "Updates to Previous Cases".	Yes
3	13 February 2024	On Campus	Others – trespassing and touching of undergarment	The respondent was alleged to have trespassed into the complainant’s hostel room and touched the undergarment of the complainant without consent.	No	The case is pending investigation. The respondent was found to have committed a separate incident of sexual misconduct. Please refer to S/N (6) of the table below	Yes

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S/N	Date of FIR to CES	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
						under "Updates to Previous Cases".	
4	17 February 2024	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	No-Contact Orders were issued. The case is pending investigation.	Yes
5	6 March 2024	Off Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant.	No	No-Contact Orders were issued. The BOD hearing is ongoing for the case.	Yes
6	25 March 2024	Off campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	Yes	No-Contact Orders were issued. The case is pending investigation.	No (Incident happened overseas)
7	18 April 2024	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 case is pending investigation.	Yes
8	23 April 2024	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	3 May 2024	On Campus	Others – Theft of Undergarments	The respondent was alleged to have attempted to steal the undergarment of a complainant, and stolen the undergarment of another complainant from the laundry room in a hostel.	No	The case is pending investigation.	Yes
10	10 May 2024	On Campus	Sexual Assault	The respondent was alleged to have ejaculated inside the complainant without consent during consensual sexual intercourse while they were in a hostel.	No	No-Contact Orders were issued. The case is pending investigation.	No

UPDATES TO PREVIOUS CASES

The following table contains updates to nine cases of sexual misconduct which were reported before 1 January 2024:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	<p>Sexual Assault</p> <p>The respondent was alleged to have had non-consensual sexual intercourse with the complainant while they were in a hostel.</p>	DAB hearing was convened.	<p>No-Contact Orders were issued.</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>
2	<p>Voyeurism</p> <p>The respondent was alleged to have filmed the complainant while the latter was showering in a hostel.</p>	The case is pending investigation.	No-Contact Orders were issued.
3	<p>Indecent Exposure</p> <p>The respondent was alleged to have committed acts of indecent exposure while in a hostel.</p>	BOD hearing was convened.	The BOD suspended the respondent for three semesters. 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.
4	<p>Voyeurism</p> <p>The respondent was alleged to have taken photos which contained the intimate areas of two complainants without consent. The incidents occurred separately – while on public transport and in a hostel.</p> <p>The complainants are members of the public.</p>	<p>BOD hearing was convened.</p> <p>Case is pending DAB hearing.</p>	<p>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.</p> <p>The respondent is appealing against the BOD’s decision.</p> <p>The respondent was alleged to have committed a separate incident of sexual misconduct. Please refer to S/N (2) of the table above under “Details of Sexual Misconduct Reports between 1 January 2024 and 30 June 2024 (Involving Students)”.</p>
5	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have entered the complainant’s room, touched the complainant, and removed the complainant’s clothing without consent.</p> <p>The complainant is a member of the public.</p>	The case is pending investigation.	N.A.
6	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have made unwanted sexual remarks towards the complainant and sent an obscene photo to the complainant without consent.</p>	BOD hearing was convened.	<p>No-Contact Orders were issued.</p> <p>The BOD suspended the respondent for three 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 will also be barred from all on-campus housing premises for the remaining period of candidature.</p>

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S/N	Description of Offence	Update	Disciplinary Action and Sanctions
			The respondent was alleged to have committed a separate incident of sexual misconduct. Please refer to S/N (3) of the table above under "Details of Sexual Misconduct Reports between 1 January 2024 and 30 June 2024 (Involving Students)".
7	<p>Sexual Assault</p> <p>The respondent was alleged to have touched the complainant inappropriately without consent while they were in a hostel.</p>	BOD hearing was convened.	<p>No-Contact Orders were issued.</p> <p>The BOD terminated the respondent's candidature with immediate effect.</p>
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>The complainant is a member of the public.</p>	No Further Action taken due to inconclusive evidence.	N.A.
9	<p>Voyeurism</p> <p>The respondent was alleged to have attempted to film the complainant with a phone hidden in a toilet.</p>	BOD hearing was convened.	<p>No-Contact Orders were issued.</p> <p>The BOD suspended the respondent for three 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 will also be barred from all on-campus housing premises for the remaining period of candidature.</p>

SEXUAL MISCONDUCT REPORTS INVOLVING STAFF

Number of reports between 1 January 2024 and 30 June 2024

This section presents a brief summary of complaints of sexual misconduct involving staff brought to the attention of NUS between 1 January 2024 and 30 June 2024. 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 2024 to 30 June 2024	0	0	0	0	0
1 July 2023 to 31 December 2023	0	0	0	0	0
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

DETAILS OF SEXUAL MISCONDUCT REPORTS BETWEEN 1 JANUARY 2024 AND 30 JUNE 2024 (INVOLVING STAFF)

There are no cases involving staff reported between 1 January 2024 and 30 June 2024.

UPDATES TO PREVIOUS CASES

There are no cases involving staff pending investigation before 1 January 2024.

RESOURCES

NUS Statutes and Regulations

Comprehensive information about NUS' statutes, regulations, policies, definitions and procedures can be found on the [Office of the University Registrar 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
