



Building a Culture of Respect and Consent

(1 January 2025 to 30 June 2025)

8 September 2025

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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 8513

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 three years 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 2025).

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)	1,086 / 1,086 (100%)
Not staying on Campus (e-course and workshop)	2,309 / 2,397 (96%)
Total	3,395 / 3,483 (97%)⁽¹⁾
Refresher for A Culture of Respect and Consent Course for Students (RC1010A)	
Total	18,185 / 18,835 (97%)⁽²⁾

(1) Total number represents Academic Year 2024/25 enrolment of new students as of Semester 2.

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

The Respect and Consent course, mandatory for all new students, combines e-videos with workshop sessions to encourage open discussions on respect, consent, and bystander intervention. To strengthen the course's impact, students are required to attend these workshop sessions in person on campus. The Office of Student Conduct (OSC) continuously enhanced the course by introducing new scenarios and updating the content with inputs from the NUS Care Unit and Office of Student Affairs. In April and May 2025, OSC conducted refresher training sessions for current and new facilitators to inform them of the new updates to the course materials, such as the Sexual Misconduct Policy and Sanctions Framework for Sexual Misconduct Offences. Additionally, OSC collaborated with various NUS units, including faculties and hostels, to gather feedback, ensuring that the course materials remain relevant and effective.

Table 2. Completion rate for Respect and Consent e-course for staff (accurate as of 30 June 2025).

A Culture of Respect and Consent Course for Staff	
Total	13,135 / 13,469 (97%)⁽³⁾

(3) Total number represents full-time staff as of 30 June 2025.

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.

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 & Security (CES).

Through the workshop, learners acquire skills such as knowing your biases, building active listening, showing empathy, using considerate questioning and speech, holding space and identifying the different types of sexual misconduct under Singapore law as well as NUS policy and procedure.

At the most recent workshop held in May 2025, guest speakers from the Office of Risk Management and Compliance (ORMC) and the Health and Wellbeing (HWB) were also invited to share how sexual misconduct cases are handled in NUS.

Table 3. Completion rate for First-Responder Training (accurate as of 30 June 2025).

First-Responder Training	
Staff identified and trained between 1 January 2025 and 30 June 2025	26

Note: As of 30 June 2025, there are a total of 363 trained first responders.

Training for the Board of Discipline and Disciplinary Appeals Board

OSC partnered with the Office of Legal Affairs (OLA) to organise a training workshop for the panel members of the Board of Discipline and Disciplinary Appeals Board. Through a hands-on approach, panel members developed practical skills in analysing evidence, identifying key issues, structuring clear and sound reasoning, and articulating their views effectively.

Educational Outreach

In January 2025, OSC conducted talks at various colleges, faculties and schools during orientation sessions and at the start of the semester. This proactive approach provides incoming students with important information relating to student conduct before they embark on their academic journey.

GUIDE

Glossary of Terminology:

The following terms are used throughout this report:

BOD refers to the Board of Discipline.

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 2025 TO 30 JUNE 2025)

Summary of Complaints

This report presents information on sexual misconduct complaints made to the University within the reporting period (1 January 2025 to 30 June 2025). Updates on complaints that were reported prior to 1 January 2025 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 2025 and 30 June 2025, nine 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 2025 and 30 June 2025

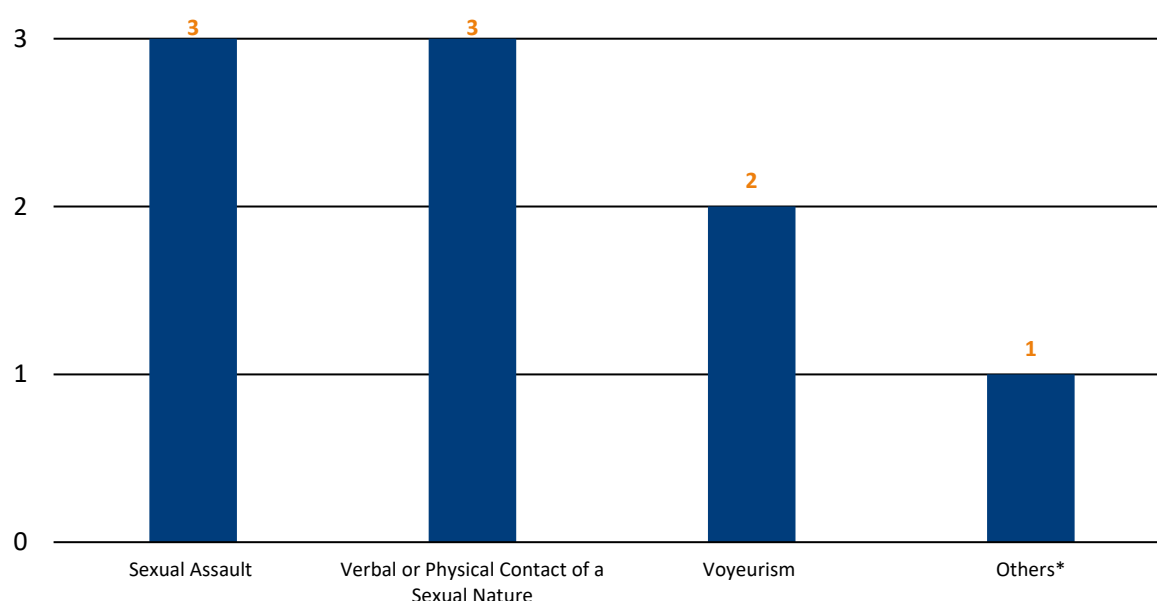
This section presents a brief summary of complaints of sexual misconduct involving students brought to the attention of NUS between 1 January 2025 and 30 June 2025. The tables and charts below include complaints that are pending investigation by the University.

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 2025 to 30 June 2025	1	0	1	0	1	6	9
1 July 2024 to 31 December 2024	3	0	0	0	3	1	7
1 January 2024 to 30 June 2024	4	2	1	0	3	0	10

Classification

Figure 1. Classification of complaints of sexual misconduct made between 1 January 2025 and 30 June 2025.



*Others include offences not in categories listed.

DETAILS OF SEXUAL MISCONDUCT REPORTS BETWEEN 1 JANUARY 2025 AND 30 JUNE 2025 (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	1 January 2025	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	The case is pending investigation.	Yes
2	15 January 2025	On Campus	Others – Theft of Undergarment	The respondent was alleged to have stolen the complainant's undergarment from the laundry room in a hostel.	No	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.	Yes
3	14 February 2025	Off Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant.	No	No-Contact Orders were issued. No Further Action taken due to inconclusive evidence.	No (Incident happened overseas)
4	25 March 2025	Off Campus	Voyeurism	The respondent was alleged to have used a borescope to film several complainants on separate occasions while they were showering.	No	No-Contact Orders were issued. The BOD hearing is ongoing for the case.	Yes
5	7 April 2025	Off Campus	Voyeurism	The respondent was alleged to have taken a photograph of the complainant without consent while the latter was in a state of undress.	No	The case is pending investigation.	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
				The complainant is a member of the public.			
6	7 May 2025	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.	Yes
7	7 May 2025	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.	Yes
8	12 May 2025	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	The case is pending investigation.	Yes
9	16 May 2025	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched several complainants inappropriately without consent.	Yes	No-Contact Orders were issued. The case is pending investigation.	Yes

UPDATES TO PREVIOUS CASES

The following table contains updates to 11 cases of sexual misconduct which were reported before 1 January 2025:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	Voyeurism The respondent was alleged to have filmed the complainant while the latter was showering in a hostel.	No Further Action taken due to inconclusive evidence.	No-Contact Orders were issued.
2	Voyeurism 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.	A BOD hearing was convened.	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

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S/N	Description of Offence	Update	Disciplinary Action and Sanctions
	The complainants are members of the public.	A DAB hearing was convened.	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. The respondent was found to have committed a separate incident of sexual misconduct. Please refer to S/N (4) of this table.
3	Verbal or physical contact of a sexual nature The respondent was alleged to have entered the complainant's room, touched the complainant, and removed the complainant's clothing without consent. The complainant is a member of the public.	The case is pending investigation.	N.A.
4	Voyeurism The respondent was alleged to have filmed the complainant in a state of undress without consent while they were in a hostel.	A BOD hearing was convened. A 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. The respondent was found to have committed separate incidents of sexual misconduct. Please refer to S/N (2) of this table.
5	Sexual Assault The respondent was alleged to have had non-consensual sexual intercourse with the complainant.	The BOD hearing is ongoing for the case.	No-Contact Orders were issued.
6	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 Further Action taken due to inconclusive evidence.	No-Contact Orders were issued.
7	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.	The case is pending investigation.	N.A.
8	Verbal or physical contact of a sexual nature	A 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

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S/N	Description of Offence	Update	Disciplinary Action and Sanctions
	The respondent was alleged to have touched the complainant inappropriately without consent while they were in a hostel.	The case is pending a DAB hearing.	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 is appealing against the BOD's decision.
9	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 Further Action taken due to inconclusive evidence.	N.A.
10	Others – Theft of Undergarment The respondent was alleged to have stolen the complainant's undergarment from a laundry rack at a hostel.	A 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 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.
11	Sexual Assault The respondent was alleged to have touched the complainant inappropriately while they were in a hostel.	A BOD hearing was convened. The case is pending a DAB hearing.	No-Contact Orders were issued. The BOD suspended the respondent for six semesters with 200 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 is appealing against the BOD's decision.

SEXUAL MISCONDUCT REPORTS INVOLVING STAFF

Number of reports between 1 January 2025 and 30 June 2025

This section presents a brief summary of complaints of sexual misconduct involving staff brought to the attention of NUS between 1 January 2025 and 30 June 2025. 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 2025 to 30 June 2025	0	0	0	0	0
1 July 2024 to 31 December 2024	0	0	1	0	1
1 January 2024 to 30 June 2024	0	0	0	0	0

DETAILS OF SEXUAL MISCONDUCT REPORTS BETWEEN 1 JANUARY 2025 AND 30 JUNE 2025 (INVOLVING STAFF)

S/N	Date Reported	On/Off Campus	Type of Offence	Description of Offence	Disciplinary Action and Sanctions	Police Report
-	-	-	-	-	-	-

UPDATES TO PREVIOUS CASES

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	Attempted to take upskirt photos or videos	Investigation completed	Termination of contract

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
