



Building a Culture of Respect and Consent

(1 July 2023 to 31 December 2023)

1 February 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 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:

- 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 31 December 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⁾)	5,591 / 5,591 (100%)
Not staying on Campus (e-course and workshop ⁽¹⁾)	11,404 / 11,630 (98%)
Total	16,995 / 17,221 (99%) ⁽²⁾
Refresher for A Culture of Respect and Consent Course for Students (RC1010A)	
Total	19,744 / 20,220 (98%) ⁽³⁾

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

(2) Total number represents Academic Year 2023/24 Semester 1 enrolment of new students.

(3) 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 students, incorporates a workshop component to encourage open dialogue on respect for people, consent and bystander intervention. The Office of

Student Conduct (OSC) will continue to enhance the quality of these workshops and conduct regular training sessions for facilitators and co-facilitators. In July 2023, these training sessions were extended to various faculties and hostels to equip staff with the essential knowledge and skills required to lead workshops at their respective levels. It is compulsory for key facilitators to attend these sessions and be certified before leading workshops.

Table 2. Completion rate for Respect and Consent e-course for staff (accurate as of 31 December 2023).

A Culture of Respect and Consent Course for Staff	
Total	13,278 / 13,522 (98%)⁽⁴⁾
2023 Refresher Exercise for 'A Culture of Respect and Consent' for Staff	
Total	7,323 / 7,454 (98%)⁽⁵⁾

(4) Total number represents full-time staff as of 31 December 2023.

(5) Total number represents full-time staff assigned the 2023 refresher as of 2 October 2023. Staff who did not complete the refresher in 2023 will be included in the 2024 roll-out.

The e-course for staff is continually 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 midst of onboarding. Staff who have not completed the course will receive regular reminders until they have done so.

First-Responder Training

Face-to-face First-Responder Training workshops help augment the training of 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 types of sexual misconduct that may arise on campus, 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 31 December 2023).

First-Responder Training	
Staff identified and trained between 1 July 2023 and 31 December 2023	26

Note: As of 31 December 2023, there are a total of 285 trained first responders.

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

In November 2023, OSC organised a training session 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.

A collaborative effort with the Office of Legal Affairs (OLA), OSA, and the NUS Care Unit (NCU), the training provided panel members with a deeper understanding of the University's disciplinary procedures, sanctioning considerations, as well as diverse perspectives from both respondents and complainants. Emeritus Professor Tan Teck Koon, former NUS Dean of Students who spearheaded the Counselling, Rehabilitation and Reconciliation Programme (CRRP), was also invited to share his valuable insights on the imperative pathway to rehabilitation and reconciliation for students sanctioned by the Board of Discipline (BOD) and the Disciplinary Appeals Board (DAB).

Educational Outreach

In July and August 2023, OSC conducted talks at various colleges, faculties, and schools during orientation periods and at the beginning of the semester. This proactive approach aims to acquaint incoming students with information about student conduct before they embark on their academic journeys.

Review Committee for Sanctions Framework

In August 2023, Emeritus Professor Walter Woon from the NUS Faculty of Law chaired a special committee which conducted the second review of the sanctions framework. This committee comprised faculty members and student leaders who have had extensive experience in handling 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.

Collaboration with NUSSU Student Leaders

OSC maintains its strong partnership with the NUS Students' Union (NUSSU) Executive Committee, and feedback from students is actively sought through the exam welfare pack survey. The majority of survey participants are well-informed about sexual misconduct and feel confident in responding to such incidents. Notably, there was strong support for student leaders to be trained as first responders and stricter disciplinary sanctions for sexual misconduct. OSC plans to strengthen its collaboration with NUSSU, focusing on raising awareness about consent and refining the content of the Respect and Consent course. The NUSSU Executive Committee will also pilot First-Responder Trainings in the hostels for student leaders.

Collaboration between CES and NUS NPCC

CES has partnered with NUS National Police Cadet Corps (NUS NPCC) and several strategic initiatives have since been implemented to bolster security on campus. These initiatives, designed to assess the University's operational readiness, also focused on fostering security awareness and vigilance among the NUS community.

Additionally, an extensive outreach programme has been initiated across various hostels in NUS. The programme aims to educate students and residents about online scams, the importance of safeguarding personal belongings, and identifying suspicious characters on campus.

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 JULY 2023 TO 31 DECEMBER 2023)

Summary of Complaints

This report presents information on sexual misconduct complaints made to the University within the reporting period (1 July 2023 – 31 December 2023). Updates on complaints that were reported prior to 1 July 2023 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 July 2023 and 31 December 2023, eleven 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 July 2023 and 31 December 2023

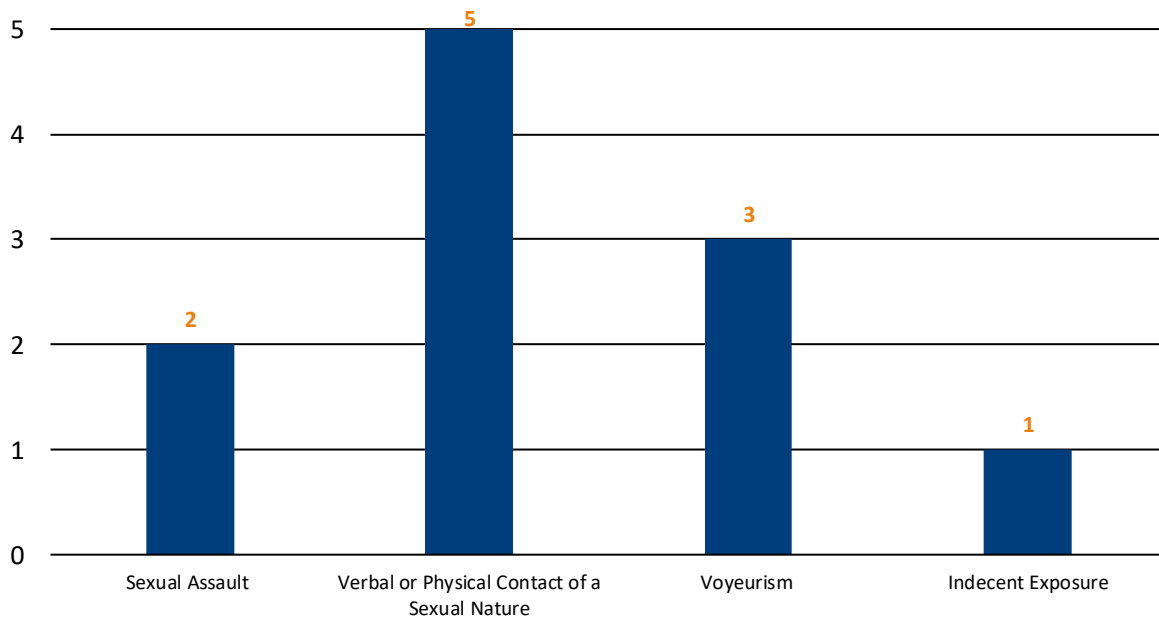
This section presents a brief summary of complaints of sexual misconduct involving students brought to the attention of NUS between 1 July 2023 and 31 December 2023. The tables and charts below include complaints that are pending investigation by the University.

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 July 2023 to 31 December 2023	0	0	3	2	1	5	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 July 2023 and 31 December 2023.



DETAILS OF SEXUAL MISCONDUCT REPORTS BETWEEN 1 JULY 2023 AND 31 DECEMBER 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	1 August 2023	On Campus	Sexual Assault	The respondent was alleged to have touched the complainant inappropriately without consent. The complainant is a member of the public.	No	No Further Action taken due to inconclusive evidence.	Yes
2	20 August 2023	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 was referred to the respondent's Faculty. The respondent was issued 50 hours of community-based sanctions and mandated counselling.	Yes
3	2 September 2023	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.	Yes	The case was referred to the respondent's Home University.	Yes
4	17 September 2023	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 investigation.	Yes
5	21 September 2023	On Campus	Indecent Exposure	The respondent was alleged to have committed acts of indecent exposure while in a hostel.	No	The BOD hearing is ongoing for the case.	No
6	26 September 2023	Both	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. The complainants are members of the public.	No	The case is pending a BOD hearing.	Yes

Building a Culture of Respect and Consent

S/N	Date of FIR to CES	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
7	9 October 2023	Off Campus	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.	Unknown	The case is pending investigation.	Yes
8	16 October 2023	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have made unwanted sexual remarks towards the complainant and sent an obscene photo to the complainant without consent.	Yes	No-Contact Orders were issued. The case is pending a BOD hearing.	Yes
9	6 November 2023	On Campus	Sexual Assault	The respondent was alleged to have touched the complainant inappropriately without consent while they were in a hostel.	Yes	No-Contact Orders were issued. The case is pending investigation.	Yes
10	2 December 2023	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
11	24 December 2023	Off Campus	Voyeurism	The respondent was alleged to have attempted to film the complainant with a phone that was hidden in a toilet.	No	No-Contact Orders were issued. The case is pending investigation.	Yes

UPDATES TO PREVIOUS CASES

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

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>	BOD 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 is appealing against the BOD's decision.</p>
2	<p>Verbal or physical contact of a sexual nature</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 referred the case to the respondent's Faculty for sanctioning. The respondent was issued 50 hours of community-based sanctions and mandated counselling.</p>
3	<p>Voyeurism</p> <p>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.</p>	BOD hearing was convened.	<p>No-Contact Orders were issued.</p> <p>The BOD dismissed the charges against the respondent due to inconclusive evidence.</p> <p>The respondent was alleged to have committed a separate incident of sexual misconduct. Please refer to the S/N (4) of this table.</p>
4	<p>Sexual Assault</p> <p>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.</p>	BOD hearing was convened.	<p>No-Contact Orders were issued.</p> <p>The BOD dismissed the charges against the respondent due to inconclusive evidence.</p> <p>The respondent was alleged to have committed a separate incident of sexual misconduct. Please refer to the S/N (3) of this table.</p>

SEXUAL MISCONDUCT REPORTS INVOLVING STAFF

Number of reports between 1 July 2023 and 31 December 2023

This section presents a brief summary of complaints of sexual misconduct involving staff brought to the attention of NUS between 1 July 2023 and 31 December 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 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 JULY 2023 AND 31 DECEMBER 2023 (INVOLVING STAFF)

There are no cases involving staff reported between 1 July 2023 and 31 December 2023.

UPDATES TO PREVIOUS CASES

There are no cases involving staff pending investigation before 1 July 2023.

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
