



Building a Culture of Respect and Consent

(1 July 2024 to 31 December 2024)

7 February 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 31 December 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) | 4356 / 4356 (100%) |
| Not staying on Campus (e-course and workshop) | 13,189 / 13,511 (98%) |
| Total | 17,545 / 17,867 (98%)⁽¹⁾ |
| Refresher for A Culture of Respect and Consent Course for Students (RC1010A) | |
| Total | 19,261 / 19,424 (99%)⁽²⁾ |

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

(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 refreshing existing scenarios and updating the content with inputs from the Campus Emergency and Security (CES). In July 2024, OSC conducted training sessions for new facilitators and co-facilitators from various faculties and hostels, equipping them with the skills to lead workshops within their units. Additionally, OSC collaborated with various NUS units, including faculties and schools, to gather feedback, ensuring that the workshop materials remain relevant and effective.

Table 2. Completion rate for Respect and Consent e-course for staff (accurate as of 31 December 2024).

| A Culture of Respect and Consent Course for Staff | |
|---|--|
| Total | 13,203 / 13,617 (97%)⁽³⁾ |

(3) Total number represents full-time staff as of 31 December 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. The 2024 Respect & Consent Refresher course was launched on 28 November 2024. Staff who had last completed the course over three years ago were eligible to complete a refresher course. Since then, over 650 staff members have completed the Respect & Consent Refresher course.

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 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 November 2024, 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 31 December 2024).

| First-Responder Training | |
|---|----|
| Staff identified and trained between 1 July 2024 and 31 December 2024 | 22 |

Note: As of 31 December 2024, there are a total of 337 trained first responders.

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

OSC in collaboration with the Office of Legal Affairs (OLA), OSA, and the NUS Care Unit (NCU) tailored a series of training sessions for members of the NUS Panel for Student Discipline, the NUS Graduate Panel for Student Discipline, and the NUS Undergraduate Panel for Student Discipline, all of whom are responsible for adjudicating disciplinary cases involving student respondents. The sessions provided panel members a deeper understanding of the University's disciplinary processes, considerations for sanctioning, and the perspectives of both the respondents and complainants. Emeritus Professor Tan Teck Koon, former Dean of Students who pioneered the Counselling, Rehabilitation and Reconciliation Programme (CRRP), was also invited to share with panel members his insights on the pathways to rehabilitation and reconciliation for students sanctioned by the Board of Discipline (BOD) and the Disciplinary Appeals Board (DAB).

As part of the training, OSC and NCU also worked together to create a comprehensive segment focused on trauma-sensitive adjudication. This helped panel members gain a more nuanced understanding of how to recognise and address the potential trauma experienced by the parties involved. The sessions combined theoretical frameworks, case studies, and interactive discussions, equipping panel members with the tools to approach disciplinary cases with empathy, sensitivity, and a trauma-informed perspective.

Educational Outreach

In the months of July, August and December 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.

2024 Campus Climate Survey

In the 2024 Campus Climate Survey conducted by NCU, 89.1% of students surveyed were aware of NUS' sexual misconduct policy, compared to 86.2% in the 2022 survey and 66.3% in the 2020 survey. The survey also revealed a significant positive shift in students' perceptions of the effectiveness of NUS' sexual misconduct policy from 2022 to 2024. The results are consistent with the overall efforts by the University to create an environment where everyone feels safe, included, and respected.

Review Committee for Sanctions Framework

From July to November 2024, the special committee, chaired by Emeritus Professor Walter Woon from the NUS Faculty of Law, made recommendations to the NUS sanctions framework which had since been accepted by the University and was implemented on 13 January 2025. The revised sanctions framework for sexual misconduct offences is available at the [NUS Student Portal](#).

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 JULY 2024 TO 31 DECEMBER 2024)

Summary of Complaints

This report presents information on sexual misconduct complaints made to the University within the reporting period (1 July 2024 to 31 December 2024). Updates on complaints that were reported prior to 1 July 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 July 2024 and 31 December 2024, 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.

SEXUAL MISCONDUCT REPORTS INVOLVING STUDENTS

Number of reports between 1 July 2024 and 31 December 2024

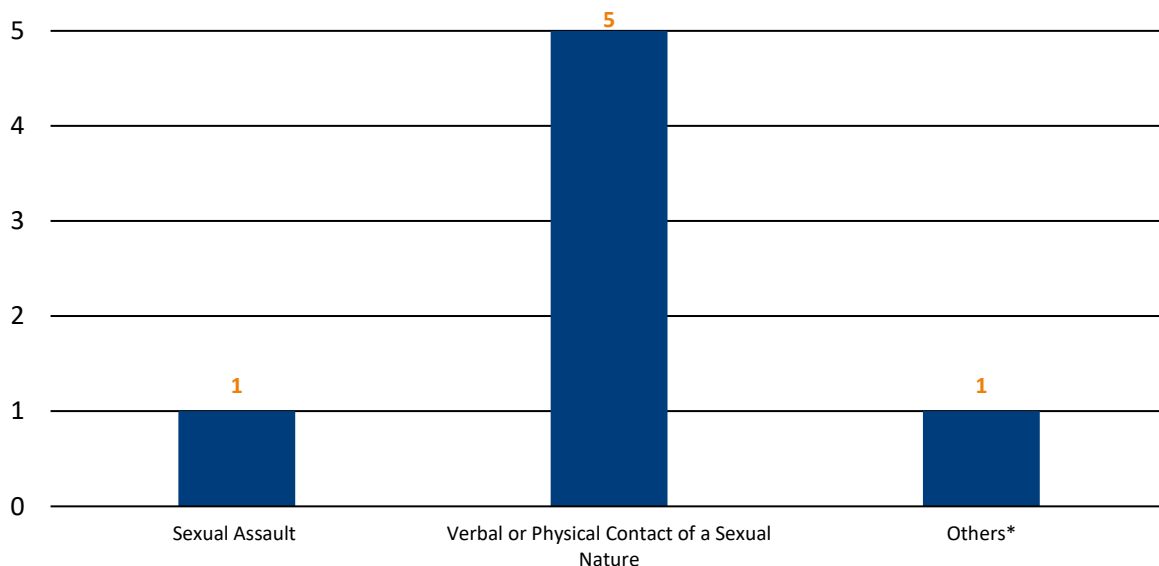
This section presents a brief summary of complaints of sexual misconduct involving students brought to the attention of NUS between 1 July 2024 and 31 December 2024. The tables and charts below include complaints that are pending investigation by the University.

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 July 2024 to 31 December 2024 | 0 | 0 | 0 | 0 | 2 | 5 | 7 |
| 1 January 2024 to 30 June 2024 | 4 | 2 | 1 | 0 | 2 | 1 | 10 |

Classification

Figure 1. Classification of complaints of sexual misconduct made between 1 July 2024 and 31 December 2024.



*Others include offences not in categories listed.

DETAILS OF SEXUAL MISCONDUCT REPORTS BETWEEN 1 JULY 2024 AND 31 DECEMBER 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 | 30 July 2024 | 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 is pending investigation. | Yes |
| 2 | 12 August 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 respondent was issued a Letter of Warning, and the case was referred to the respondent's Home University. | Yes |
| 3 | 19 August 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. The complainant is a member of the public. | No | No Further Action taken due to inconclusive evidence. | Yes |
| 4 | 7 October 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. | Yes | No-Contact Orders were issued. The case is pending investigation. | Yes |
| 5 | 16 November 2024 | 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 is pending investigation. | Yes |
| 6 | 13 December 2024 | On Campus | Others – Theft of Undergarment | The respondent was alleged to have stolen the | No | No-Contact Orders were issued. | 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 |
|-----|--------------------|---------------|-----------------|---|------------------|--|---------------|
| | | | | complainant's undergarment from a laundry rack at a hostel. | | The case is pending investigation. | |
| 7 | 27 December 2024 | On Campus | Sexual Assault | The respondent was alleged to have touched the complainant inappropriately while they were in a hostel. | Yes | No-Contact Orders were issued. The case is pending investigation. | Yes |

UPDATES TO PREVIOUS CASES

The following table contains updates to 13 cases of sexual misconduct which were reported before 1 July 2024:

| 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. | The case is pending investigation. | 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. The complainants are members of the public. | A BOD hearing was convened. The case is pending a DAB hearing. | 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 is appealing against the BOD's decision. The respondent was found to have committed a separate incident of sexual misconduct. Please refer to S/N (5) 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. |

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| S/N | Description of Offence | Update | Disciplinary Action and Sanctions |
|-----|---|---|--|
| 4 | Voyeurism The respondent was alleged to have filmed the complainant while the latter was showering in a hostel. | 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, 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. |
| 5 | 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. The case is pending a 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 separate incidents of sexual misconduct. Please refer to S/N (2) of this table. |
| 6 | 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 further action taken due to inconclusive evidence. | N.A. |
| 7 | Sexual Assault The respondent was alleged to have had non-consensual sexual intercourse with the complainant while they were in a hostel. | A BOD hearing was convened. | No-Contact Orders were issued. The BOD dismissed the charges against the respondent due to inconclusive evidence. |
| 8 | 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. |
| 9 | Verbal or physical contact of a sexual nature The respondent was alleged to have touched the complainant inappropriately without consent. | A BOD hearing was convened. | No-Contact Orders were issued. The BOD dismissed the charge against the respondent due to inconclusive evidence. |
| 10 | 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. | A BOD hearing was convened. | No-Contact Orders were issued. The BOD suspended the respondent for two semesters with 150 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 |

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| S/N | Description of Offence | Update | Disciplinary Action and Sanctions |
|-----------|---|---|--|
| | | | on-campus housing premises for the remaining period of candidature. |
| 11 | <p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have touched the complainant inappropriately without consent.</p> | No further action taken due to inconclusive evidence. | No-Contact Orders were issued. |
| 12 | <p>Others – Theft of Undergarments</p> <p>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.</p> | A BOD hearing was convened. | The BOD suspended the respondent for three 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. |
| 13 | <p>Sexual Assault</p> <p>The respondent was alleged to have ejaculated inside the complainant without consent during consensual sexual intercourse while they were in a hostel.</p> | The case is pending investigation. | No-Contact Orders were issued. |

SEXUAL MISCONDUCT REPORTS INVOLVING STAFF

Number of reports between 1 July 2024 and 31 December 2024

This section presents a brief summary of complaints of sexual misconduct involving staff brought to the attention of NUS between 1 July 2024 and 31 December 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 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 JULY 2024 AND 31 DECEMBER 2024 (INVOLVING STAFF)

| S/N | Date Reported | On/Off Campus | Type of Offence | Description of Offence | Disciplinary Action and Sanctions | Police Report |
|-----|-----------------|---------------|-----------------|--|--|---------------|
| 1 | 28 October 2024 | On Campus | Voyeurism | Attempted to take upskirt photos or videos | No-Contact Orders were issued. The case is pending investigation. | Yes |

UPDATES TO PREVIOUS CASES

There are no cases involving staff pending investigation before 1 July 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
