



Building a Culture of Respect and Consent

(1 July 2025 to 31 December 2025)

16 March 2026

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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 after the completion of the Respect and Consent course.
- 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 at 31 December 2025).

A Culture of Respect and Consent Course for Students (THE1001/RC1000A)	
Student Profile	Number of Students Who Have Completed the Course
Staying on Campus (Halls, Residential Colleges, Houses and Residences) (e-course and workshop)	6,156 / 6,156 (100%)
Not staying on Campus (e-course and workshop)	12,561 / 12,856 (98%)
Total	18,717 / 19,012 (98%)⁽¹⁾
Refresher for A Culture of Respect and Consent Course for Students (RC1010A)	
Total	19,755 / 19,976 (99%)⁽²⁾

(1) Total number represents Academic Year 2025/26 enrolment of new students for Semester 1.

(2) Total number of students who commenced their fifth regular semester of study or beyond after completion of THE1001/RC1000A.

The Respect and Consent course, mandatory for all new students, integrates e-videos with interactive workshop sessions to facilitate open discussions on respect, consent, and bystander intervention. To strengthen the course's impact, students are required to attend these workshops in person on campus. The Office of Student Conduct (OSC) continuously improves the course by introducing new scenarios and refreshing the content, incorporating feedback from the NUS Care Unit (NCU) and Office of Student Affairs (OSA). In July and August 2025, OSC conducted training sessions for new facilitators to equip them with the necessary knowledge and skills to lead workshops, and refresher training sessions for current facilitators to familiarise them with the latest updates to the course materials. OSC also worked with various NUS units, including faculties and hostels, to gather feedback and ensure that the course materials stay relevant and effective in promoting a culture of respect and consent across the university community.

Table 2. Completion rate for Respect and Consent e-course for staff (accurate as at 31 December 2025).

A Culture of Respect and Consent Course for Staff	
Total	11,290 / 13,611 (83%)⁽³⁾

⁽³⁾ Total number represents full-time staff as of 31 December 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 diversity 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 are considered to have not completed the course if they are existing staff who are recently due for the mandatory Refresher course at the end of December 2025 or 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 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 rules and regulations.

At the most recent workshop held in November 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 at 31 December 2025).

First-Responder Training	
Staff identified and trained between 1 July 2025 and 31 December 2025	27

Note: As of 31 December 2025, there are a total of 390 trained first responders.

Training for the Board of Discipline and Disciplinary Appeals Board

OSC worked with the Office of Legal Affairs (OLA), OSA, and NCU and delivered a series of training sessions for members of the NUS Panel for Student Discipline, NUS Graduate Panel for Student Discipline, and NUS Undergraduate Panel for Student Discipline to enhance the panel members' understanding of the University's disciplinary processes, sanctioning principles, and the perspectives of both the respondents and complainants.

Workshops were also organised to further build the competencies of panel members of the Board of Discipline and Disciplinary Appeals Board in evaluating evidence, identifying key issues, structuring clear and sound reasoning, and communicating their views effectively.

Educational Outreach

In July and August 2025, OSC conducted talks at various colleges, faculties and schools during orientation sessions and at the start of the semester. This proactive approach equips incoming students with key information relating to student conduct ahead of their academic pursuits.

In 2025, a total of 68 outreach talks were delivered by NCU's care professionals, reaching about 6,200 NUS students and nearly 1,000 staff members.

GUIDE

Glossary of Terminology:

The following terms are used throughout this report:

BOD refers to the Board of Discipline.

CES refers to the Campus Emergency and Security.

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.

NCU refers to the NUS Care Unit.

OHR refers to the Office of Human Resources.

OLA refers to the Office of Legal Affairs.

ORMC refers to the Office of Risk Management and Compliance.

OSA refers to the Office of Student Affairs.

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: OVERVIEW OF CONCLUDED CASES FROM 1 JULY 2025 TO 31 DECEMBER 2025

This report presents information and outcomes of sexual misconduct cases concluded within the period of 1 July 2025 to 31 December 2025.

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.

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.

CASES INVOLVING STUDENTS

Number of Cases Concluded Between 1 July 2025 and 31 December 2025

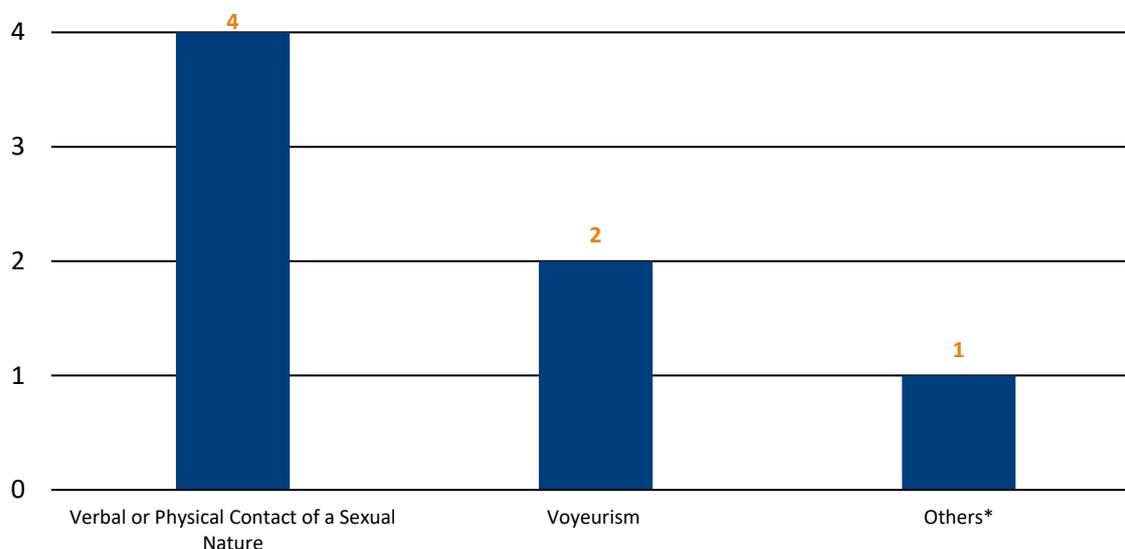
This section presents a brief summary of sexual misconduct cases involving students that were concluded between 1 July 2025 and 31 December 2025. The tables and charts below contain information on these cases and their outcomes.

Table 4. Cases 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).

Sexual Misconduct Cases by Case Outcome (Students)					
	BOD		Faculty	Warning/NFA	Total
	Charge(s) made out	Charge(s) dismissed			
1 July 2025 to 31 December 2025	4	1	0	2	7

Classification

Figure 1. Classification of sexual misconduct cases involving students concluded between 1 July 2025 and 31 December 2025.



*Others include offences not in categories listed.

Details and Outcomes of Cases Involving Students

S/N	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Case Outcome	Police Report
1	Off Campus	Voyeurism	The respondent was alleged to have used a borescope to film multiple complainants on separate occasions while they were showering.	No	No-Contact Orders were issued. The BOD terminated the respondent's programme at NUS with immediate effect.	Yes
2	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched multiple complainants inappropriately without consent.	Yes	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.	Yes
3	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. The complainant is a member of the public.	No	The BOD suspended the respondent for two semesters with 80 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
4	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 respondent was issued a Letter of Warning.	Yes
5	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 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	Yes

S/N	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Case Outcome	Police Report
					premises for the remaining period of candidature.	
6	Off Campus	Others – Obscene Acts	The respondent was alleged to have committed obscene acts while in public.	No	The respondent was issued a Letter of Warning.	Yes
7	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 BOD dismissed the charge against the respondent due to inconclusive evidence.	Yes

Updates to Appeal Cases involving Students

The following table contains information and the outcome of an appeal case of sexual misconduct involving students which was concluded between 1 July 2025 and 31 December 2025:

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 while they were in a hostel.	 A BOD hearing was convened. A DAB 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 DAB dismissed the respondent's appeal.

CASES INVOLVING STAFF

Number of Cases Concluded Between 1 July 2025 and 31 December 2025

This section presents a brief summary of sexual misconduct cases involving staff that were concluded between 1 July 2025 and 31 December 2025. The tables and charts below have been updated to include these cases and their outcomes.

Table 5. Cases of sexual misconduct by case outcome that have been 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 No Further Action (NFA) taken due to insufficient evidence, and sanctions such as Warning or Termination of Contract.

Sexual Misconduct Cases by Case Outcome (Staff)				
	NFA	Sanctions		Total
		Warning	Termination of Contract	
1 July 2025 to 31 December 2025	0	0	1	1

Details and Outcomes of Cases involving Staff

S/N	On/Off Campus	Type of Offence	Description of Offence	Case Outcome	Police Report
1	On Campus	Verbal or physical contact of a sexual nature	The respondent — an academic staff member — was alleged to have engaged in various instances of unsolicited and unwanted physical contact.	The respondent's employment was terminated.	Yes

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 can be found on the [Office of Student Conduct website](#).

Office of Risk Management and Compliance

Office of Student Conduct
