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HAVE AN ANIMAL WELFARE CONCERN??

"Integrity is the first principle of scientific inquiry." – Richard Feynman



Speaking up may feel daunting, but safeguarding research integrity is a shared responsibility that helps protect science and the trust placed in it. As per NUS Research Integrity Code clause 5.4.10, failing to report observed instances of Research Misconduct is itself considered misconduct.

NUS provides a secure channel for reporting to the University of actual or suspected wrongdoings in good faith. All reports and identities are kept confidential and referred to the University for independent review. Anonymous reports are accepted, though they may limit follow-up. Self-identification is encouraged at the time of reporting where possible. NUS will take all reasonable steps to protect the identity of whistleblowers (subject to legal obligations and practical exigencies). Retaliation against good-faith whistleblowers is prohibited and will be addressed in accordance with applicable policies.

YOU ARE NOT ALONE



YOUR WELLBEING IS IMPORTANT



If you feel overwhelmed, it's okay to pause and seek support, your wellbeing is part of this process. Consider reaching out to **NUS Health & Wellbeing Office** at <https://www.nus.edu.sg/hwb/> or write to hwb@nus.edu.sg

Visit **[NUS Staff Portal](#)** and **[NUS Student Portal](#)** for policies to refer:

- [NUS Whistleblowing policy](#)
- [NUS Code and Procedures for Academic and Research Integrity](#)
- [Staff Disciplinary Procedures and Sanctions](#)
- [NUS Code of Student Conduct](#)

NUS POLICIES



STEPS TO FOLLOW

Prepare your information

- Write down what happened: dates, times, locations, and the individuals or units involved.
- Describe the concern clearly (e.g., misconduct, animal abuse/welfare concerns, fraud, harassment, safety issues).
- Gather supporting materials where practical and safe (emails, messages, documents, photos, or witness names).
- Keep original evidence intact; avoid altering files.
- Consult with your Head of Department or Reporting Manager, where appropriate
- Avoid posting any internal or confidential information online

Reporting channels

1. Animal welfare concerns, **IACUC Whistleblowing**:
 - Download [Reporting Form](#) from IACUC website, and submit via dprbox34@nus.edu.sg
 - Call IACUC hotline 66016326/ 66016263
 - For more Info, scan the QR code or visit <https://www.nus.edu.sg/research/iacuc/reporting-animal-care-and-use-concerns>
2. Any misconduct or policy breach, contact **University Whistleblowing Unit**
 - To submit an online report, scan the QR code
 - For more info, visit <https://nus.edu.sg/ormc/whistleblowing/>



Your voice helps uphold a culture of integrity and accountability.