

NUS is committed to the safety and wellbeing of our community. We are taking more effective action to **prevent and address sexual misconduct**. The plan below sets out the measures we are putting in place to build a safer campus and foster an enduring culture of respect and support.

Roadmap to building a safer campus

1. Support & Empowerment

By **August 2019**, the holistic victim and offender support framework and network will be established

Effective from **1 July 2019**, victims will have a greater voice and be given the option to be more involved in the disciplinary process

1. Victim Care Unit
2. New website containing information and resources on sexual misconduct
3. Training for all first responders including campus security officers, masters, resident fellows and resident advisors
4. Office of Student Affairs to have dedicated staff to provide support for offenders in areas such as mental health



- Being kept up-to-date on disciplinary proceedings
- Filing a statement of facts before the Board of Discipline (BOD) hearing
- Filing an impact statement
- Appearing before the BOD to provide clarifications on the victim's statement
- Being accompanied by a care officer at the BOD hearing
- An avenue to request for a review of BOD and/or Disciplinary Appeals Board outcomes in exceptional circumstances



Building a safer campus together

2. Deterrence

New sanctions and disciplinary frameworks will be adopted **immediately** to serve as a strong deterrent

13 June 2019
New sanctions framework

- Minimum one-year suspension
- Immediate expulsion for severe offences
- Notation of disciplinary action on transcript
- Requirement for offenders to be certified fit before returning to campus after suspension
- No-contact protocol between victim and offender

1 July 2019
New disciplinary process

Review the composition of the BOD to ensure adequate gender balance

NUS sanctions and disciplinary frameworks are separate from, and in addition to, any criminal proceedings brought by law enforcement led by the police

3. Prevention

By **end of 2019**, all new security measures will be in place to enhance the safety of all NUS campuses



By June 2019

Installing 300 new cameras for expanded CCTV coverage



By June 2019

Installing new restroom locks in all hostels



By June 2019

Additional security officers in hostels and roving security patrols across campus



By October 2019

Upgrading 860 shower cubicles in hostels and sports facilities with new safety and privacy features

4. Education

Mandatory training for all first responders begins in **June 2019**. Compulsory module on "Respect and Consent Culture" for all students and staff begins in **August 2019**

200

First-responders

Face-to-face workshops

250

Frontliners in hostels

Face-to-face workshops

11,000

Hostelites (undergraduate and graduate students)

Face-to-face workshops

27,000

Others (undergraduate and graduate students)

Face-to-face workshops or e-module

12,000

Academic/Research/Admin staff

Face-to-face workshops or e-module

Views from the student population were sought to help shape NUS' **disciplinary framework for sexual misconduct**, support system for victims, and approach to safety on campus.

Safer Campus Survey 2019



1. Support & Empowerment

Victim Care Unit must focus on confidentiality and urgent support



Both the offender and victim should have the right to appeal decisions on sentencing and sanctions



Support for the accused is also important

94%

think that some form of support should be provided to those accused of sexual misconduct



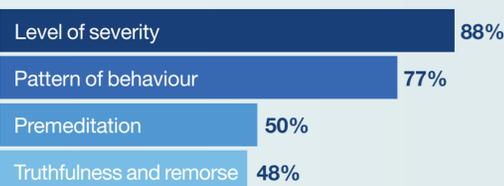
Top three types of information that should be on the website



Building a safer campus together

2. Deterrence

Severity and pattern of behaviour should be key factors for determining sanctions



Proposed new sanctions are supported

71%

No-contact protocol between victim and offender

66%

Offenders to be certified fit before returning to campus

83%

Notation of disciplinary action on transcript

3. Prevention

Recent security upgrades by NUS address the biggest areas of concern regarding safety



4. Education

Education on respect and consent is critical

How



Who



Frequency

On average, students said that the education module on respect and consent should be repeated once **every 1 to 1.5 years**

Ongoing commitment

50%

NUS should review the disciplinary framework and victim support system once every two years

52%

NUS should conduct an annual survey to understand students' concerns