



OFFICE OF THE
SENIOR DEPUTY PRESIDENT
AND PROVOST

23 October 2020

Dear alumnus,

Greater Transparency at NUS

I am writing to share that the University is rethinking its approach in a variety of areas arising from the dismissal of teaching staff Dr Jeremy Fernando from Tembusu College.

At the heart of the changes is the safety and well-being of our students and staff, and the importance we place on upholding this duty of care.

Let me be clear -- we expect all of our faculty and staff to conduct themselves at the highest standards. If they fall short, they will be subject to swift and decisive disciplinary action.

Regarding Dr Fernando, the University and College recognise that information about his dismissal could have been shared with staff and students at Tembusu College in a more open and timely manner.

We erred in our efforts and we aim to do better.

Moving forward, we will provide greater transparency in cases of sexual misconduct, including in our internal communications, and consider the speed of reporting cases to the police where needed, without compromising the privacy, safety and emotional well-being of complainants.

The University has tended to take a cautious approach to matters of transparency and engagement, but we will now strive to create a culture that is more open and transparent.

We seek your support as we move forward together, and work to emerge stronger from this incident.

Thank you.

Sincerely,

Professor Ho Teck Hua (Engineering '85)
NUS Senior Deputy President & Provost
Tan Chin Tuan Centennial Professor