



Building a Culture of Respect and Consent

(1 January 2026 to 30 June 2026)

29 September 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 30 June 2026).

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)	1,230 / 1,230 (100%)
Not staying on Campus (e-course and workshop)	1,980 / 2,192 (90%)
Total	3,210 / 3,422 (94%)⁽¹⁾
Refresher for A Culture of Respect and Consent Course for Students (RC1010A)	
Total	17,940 / 18,083 (99%)⁽²⁾

(1) Total number represents Academic Year 2025/26 enrolment of new students for Semester 2.

(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 is compulsory for all new students, combining online videos with interactive workshop sessions to encourage meaningful discussions on respect, consent, and bystander intervention. To strengthen the course's learning outcomes, students are required to attend the workshops in person on campus. The course also familiarises students with NUS policies and sanctions framework to reinforce the standards of conduct expected of the NUS community. The Office of Student Conduct (OSC) regularly reviews and enhances the course by introducing new scenarios and updating existing content, incorporating feedback from the NUS Care Unit (NCU) and the Office of Student Affairs (OSA). In June 2026, OSC conducted training sessions for new facilitators to equip them with the knowledge and skills to facilitate workshops effectively, while familiarising them with the latest course updates. In addition, OSC also collaborates with various NUS units, including faculties and hostels, to gather feedback and ensure that the course content remains relevant, engaging and effective in fostering 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 30 June 2026).

A Culture of Respect and Consent Course for Staff	
Total	12,141 / 13,348 (91%)⁽³⁾

(3) Total number represents full-time staff as of 30 June 2026.

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. Staff are encouraged to refrain from such behaviour as it may potentially disrupt harmony and erode trust in the workplace.

Staff are considered to have not completed the course if they are existing staff who are due for the mandatory Refresher course or new hires in the process of onboarding as at 30 June 2026. Others who have not done so will receive regular reminders.

First-Responder Training

Co-organised by the Office of Human Resources (OHR) and NCU, the in-person 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 and faculties.

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 policies and procedures.

At the most recent workshop held in May 2026, guest speakers from the Office of Risk Management and Compliance (ORMC) and the Health and Wellbeing (HWB) were invited to share how sexual misconduct cases are handled in NUS.

Table 3. Completion rate for First-Responder Training (accurate as at 30 June 2026).

First-Responder Training	
Staff identified and trained between 1 January 2026 and 30 June 2026	27

Note: As at 30 June 2026, there are a total of 418 trained first responders.

Educational Outreach

Between 1 January 2026 and 30 June 2026, OSC conducted outreach to share with incoming students essential information on student conduct as they begin their academic journey at NUS. Care professionals from NCU delivered talks during orientation sessions to about 400 new NUS students and 270 new NUS staff. The talks aim to raise awareness about the support services provided by NCU as well as other units and offices on campus.

Workplace Respect and Wellbeing Survey

An inaugural survey of NUS staff was conducted in 2025 to establish a baseline understanding of staff experiences, perceptions, and attitudes towards sexual misconduct on campus. Findings indicate generally positive perceptions, with 90.8% of participants reporting that they feel safe on campus, 89.2% of participants aware of the University's Sexual Misconduct Policy (with most perceiving it as effective), and 93.4% of participants aware of the Respect and Consent course, with most indicating that it has contributed to a more positive and respectful campus climate.

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 JANUARY 2026 TO 30 JUNE 2026

This report presents information and outcomes of sexual misconduct cases concluded within the period of 1 January 2026 to 30 June 2026.

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 January 2026 and 30 June 2026

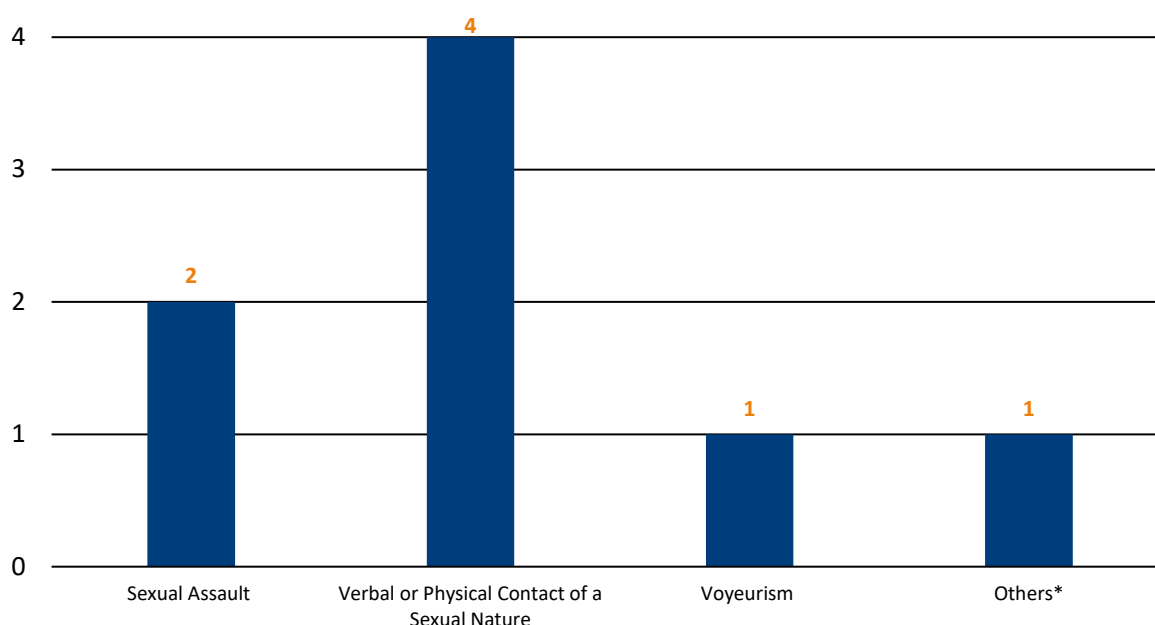
This section presents a brief summary of sexual misconduct cases involving students that were concluded between 1 January 2026 and 30 June 2026. The tables and charts below contain information on these cases and their outcomes.

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 January 2026 to 30 June 2026	3	0	0	5	8
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 January 2026 and 30 June 2026.



*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	On Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	No	No further action taken due to inconclusive evidence.	Yes
2	Off Campus	Voyeurism	The respondent was alleged to have taken upskirt photographs and video of the complainant without consent. The complainant is a member of the public.	No	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.	Yes
3	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 160 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	On Campus	Others - Disseminating sexual/intimate information about another individual	The respondent was alleged to have posted an intimate video filmed in a public place.	No	The respondent was issued a Letter of Warning.	No
5	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	No	No further action taken due to inconclusive evidence.	Yes
6	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have sent a text of a sexual nature to the complainant without consent.	Yes	The BOD suspended the respondent for one semester with 180 hours of community-based sanctions, mandated counselling and psychiatric treatment. The respondent was barred from NUS campus premises during the period	Yes

S/N	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Case Outcome	Police Report
			The complainant is a member of the public.		of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.	
7	Off Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant.	No	No-Contact Orders were issued. No further action taken due to inconclusive evidence.	Yes
8	Off Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant. The complainant is a member of the public.	No	No further action taken 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 January 2026 and 30 June 2026:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	Sexual Assault 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 six semesters with 200 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 January 2026 and 30 June 2026

This section presents a brief summary of sexual misconduct cases involving staff that were concluded between 1 January 2026 and 30 June 2026. The tables 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 January 2026 to 30 June 2026	0	0	3	3
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 was alleged to have persistently engaged in inappropriate and unwelcome behaviour towards the complainant. The alleged behaviour subsequently escalated into two specific incidents of sexual harassment.	The respondent was summarily dismissed.	No
2	Off campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have engaged in inappropriate conduct towards the complainant, including inappropriate physical contact and suggestive remarks on more than one occasion.	The respondent was summarily dismissed.	Yes
3	Off campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have engaged in non-consensual sexual conduct involving the complainant.	The respondent was summarily dismissed.	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
