



Update on Complaints of Sexual Misconduct (1 July 2021 to 31 December 2021)

3 February 2022

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ADVISORY

This report contains information about sexual misconduct. Anyone affected by the contents may wish to access the support below:

1. NUS Care Unit (for both Staff and Students)

Helpline: 66014000

Email: ncu_help@nus.edu.sg

2. NUSHeart (for Staff)

Helpline: 800 130 1950

Email: support@resourcesforyourlife.com

INTRODUCTION

The National University of Singapore (NUS) is committed to building a culture of respect and consent where all members of the NUS community can pursue their academic and professional aspirations in a safe, conducive and supportive campus.

This report reaffirms our zero-tolerance for sexual misconduct and reflects the University's ongoing efforts in raising awareness of the individual roles and responsibilities of students and staff in fostering a safe, inclusive and respectful environment to enable the flourishing of academic and student life. A high level of completion rate has been achieved for Respect and Consent training which is required of every student and staff – with refresher modules introduced – to imbue personal responsibility for healthy relationships, and understanding of intervention roles they can play individually as bystanders.

EDUCATION AND AWARENESS

Respect & Consent Training

All students and staff, upon enrollment and employment respectively, undergo mandatory training on respect and consent.

To reinforce the ongoing training, mandatory refresher modules have also been introduced:

- Students: Refresher modules are compulsory for all NUS students who commenced their fifth regular semester, regardless of their level of study.
- Staff: Refresher modules are required two years from the date of completion of the last training.

The breakdown of the number of students and staff who have completed the Respect and Consent module is shown in Tables 1 and 2 below.

Table 1. Breakdown of completion rate for Respect and Consent module for students (accurate as of 31 December 2021).

A Culture of Respect and Consent Module for Students (RC1000A)	
Type of Student	Number of Students Who Have Completed the Module
Staying on Campus (Hall/Residential Colleges) (face-to-face workshop ⁽¹⁾ and e-module)	9,285 / 9,285 (100%)
Not staying on Campus (e-module)	19,694 / 20,077 (98%)
Total	28,979 / 29,362 (98%)⁽²⁾
Refresher for A Culture of Respect and Consent Module for Students (RC1010A)	
Total	17,344 / 17,923 (96%)⁽³⁾

(1) Conducted via Zoom due to COVID-19 safe management measures

(2) Total number represents AY2021/22 Semester 1 student enrolment

(3) Total number of students who commenced their fifth regular semester of study or beyond after completion of RC1000A

Table 2. Breakdown of completion rate for Respect and Consent module for staff (accurate as of 31 December 2021).

A Culture of Respect and Consent Module for Staff	
Total	12,262 / 12,664 (96%)⁽⁴⁾
Refresher Exercise for 'A Culture of Respect and Consent' for Staff	
Total	6,908 / 6,935 (99%)⁽⁵⁾

(4) Total number represents full-time staff as at 31 December 2021

(5) Total number represents full-time staff assigned the refresher as at 31 December 2021

Bystander Training

The University recognises the importance of an active bystander who can make a meaningful difference to the affected individuals. An active bystander who intervenes safely and provides assistance to affected individuals in problematic situations contributes to the University's goal of building an enduring culture of respect and consent.

- Students: A segment on Bystander Intervention Training was integrated into both respect and consent modules, RC1000A and RC1010A.
- Staff: NUS had conducted Bystander Training for full-time staff assigned the training in April 2021. The breakdown of the number of staff who have completed the training is shown in Table 3 below.

Table 3. Breakdown of completion rate for Bystander Training workshop by staff during the period 1 January 2021 to 31 December 2021 (accurate as of 31 December 2021).

Bystander Training for Staff – Workshop	
	Number of staff completed
Face-to-face/Zoom⁽¹⁾	11,147 / 11,403⁽²⁾ (97%)

(1) Conducted via Zoom due to COVID-19 safe management measures

(2) Total number represents full-time staff assigned the training in April 2021 (exclude exemptions due to long leave, departure etc.)

First-Responder Training

First-Responder Training face-to-face workshops are held to strengthen the training for senior supervisory staff such as Heads of Departments who are likely to be the first-responders in incidents of sexual misconduct. As with the other educational initiatives, refresher sessions have also been initiated to strengthen outcomes.

Table 4. Completion rate for First-Responder Training (accurate as of 31 December 2021).

First-Responder Training	
Staff identified and trained between 1 January 2021 and 30 June 2021	54
Staff identified and trained between 1 July 2021 and 31 December 2021	31
First-Responder Refresher Training	
Staff identified and trained between 1 July 2021 – 31 December 2021	108

Police Reporting and Increasing Awareness of Crime Prevention

Under section 424 of the Criminal Procedure Code, NUS is required by law to report any arrestable offences listed, which include voyeurism, outrage of modesty, and sexual assault. To create better awareness of crime prevention and encourage the reporting of crimes, the Office of Campus Security (OCS) and the Office of Student Conduct (OSC) will be working closely with the Singapore Police Force. Communication channels between the police and NUS will be strengthened to allow for quicker dissemination of advisories to the larger NUS community. The police will also be working with students and staff of NUS in the co-production of crime prevention materials to increase awareness of crime prevention on campus.

Curbing Alcohol-Related Offences on Campus

With seven out of eight complaints of student sexual misconduct involving alcohol consumption in this reporting period, a task force comprising hostel masters and hostel student leaders has been formed to study the issue of offences committed under the influence of alcohol, review the current framework, and provide recommendations. Tougher enforcement measures are being considered to deter alcohol consumption on campus housing premises. The aim is to educate and change the attitudes and behaviour of hostel residents towards drinking on campus.

SANCTIONING PRINCIPLES AND REVIEW COMMITTEE

In 2019, the NUS Review Committee was convened by the Chairman of the NUS Board of Trustees to undertake a comprehensive review of the University’s disciplinary framework on sexual misconduct, support system for victims, and approach to safety on campus.

Our current sanctions framework serves as a strong message that NUS will not tolerate sexual misconduct offences. Such offences not only conflict with the values that NUS upholds, but they are also harmful and compromise safety in our campus. While our current sanctions framework aims to deter future offenders, it is also an important part of the University’s disciplinary process to reform and rehabilitate errant students. Hence, the sanctioning process should not be one that is based solely on guidelines, but also one that is based on principles rigorous enough to justify the sanctions imposed.

In June 2021, Professor Walter Woon, former Attorney-General and presently David Marshall Professor at the NUS Faculty of Law, was appointed to chair a special committee to review the sanctions framework for sexual misconduct offences. The committee has set out the following five principles to consider when imposing sanctions, to ensure that the framework is closely aligned with global best practices, reflects sentiments of the NUS community, and adequately supports and protects the community:

- (i) **Protection of Public:** In a university context, protection of the public means ensuring that the respondent no longer poses a threat to the NUS community. This can be achieved through means such as suspension of candidature for specified period, exclusion from all or parts of campus and even expulsion.
- (ii) **Retribution:** The fitting of a sanction to the offence where the respondent is punished according to their culpability and seriousness of the offence.
- (iii) **Deterrence (Specific/General):** Specific deterrence of a sanction aims to discourage the respondent from re-offending while general deterrence aims to discourage others from engaging in any similar behaviour.
- (iv) **Denunciation:** The signalling effect of the sanction to emphasise the severity of sexual misconduct offences which are unacceptable in the University and will not be tolerated.
- (v) **Rehabilitation:** Rehabilitative sanctions can be given to provide the respondent a chance to reform by giving back to the society and reconcile with the University.

GUIDE

Glossary of Terminology:

The following terms are used throughout this report:

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

FIR refers to First Information Report

NCU refers to the NUS Care Unit (formerly Victim Care Unit or VCU)

OHR refers to the Office of Human Resources

ORMC refers to the Office of Risk Management & Compliance

OSC refers to the Office of Student Conduct (formerly Student Conduct Unit or SCU)

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) and COC Staff.*

Limitations/Caveat

Due to privacy and confidentiality obligations, and in order to protect the identities and minimise re-traumatising of complainants, this report cannot fully convey the variety and complexity of circumstances associated with cases that may appear similar in the brief narrative descriptions.

EXECUTIVE SUMMARY

Summary of Complaints

This report presents information on sexual misconduct complaints made to the University within the reporting period (1 July 2021 – 31 December 2021). Updates on complaints that were reported prior to 1 July 2021 are also included for information.

Due to privacy and confidentiality obligations, as well as to protect the identities of complainants and avoid re-traumatising them, details and circumstances associated with the cases have been redacted in the brief descriptions. Between 1 July 2021 and 31 December 2021, 9 sexual misconduct complaints were made to the University, with 8 involving student respondents and one involving a staff respondent.

Speaking out and reporting incidents of sexual misconduct take deep courage. We want to give all staff and students assurance that each complaint is taken seriously, investigated thoroughly, and appropriate disciplinary sanctions are imposed for every infringement that is proven. Together, we can raise awareness in the community and create a safer and more conducive campus environment.

STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STUDENTS

Number of reports between 1 July 2021 and 31 December 2021

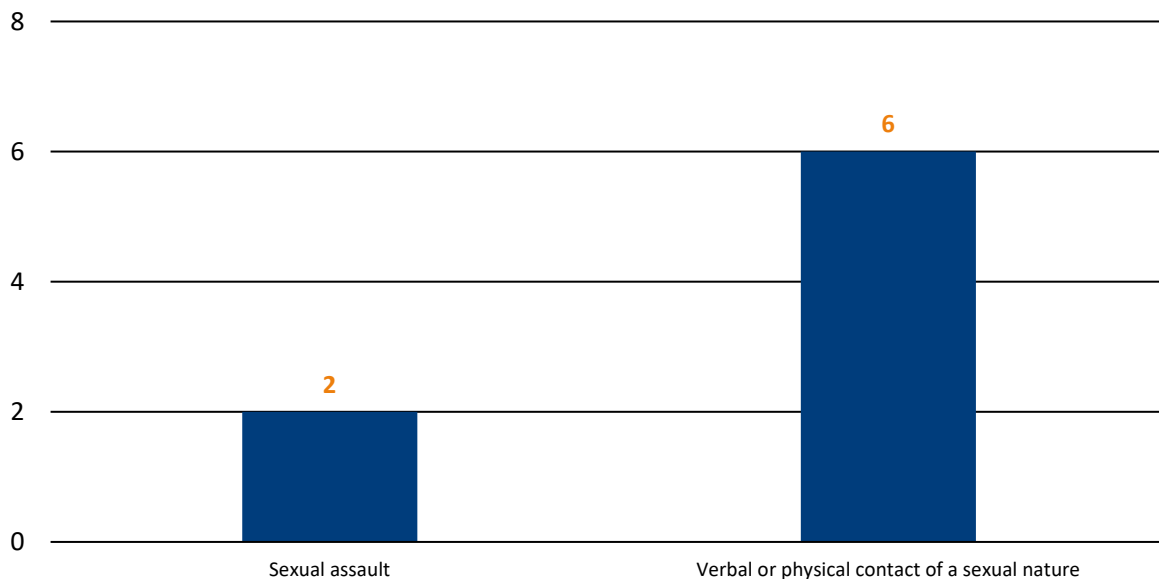
This section presents a brief summary of complaints of sexual misconduct involving students that were brought to the attention of NUS between 1 July 2021 and 31 December 2021. The tables and charts below include complaints that are currently pending investigation by the University.

Table 5. Complaints 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), or pending investigation]

Complaints of Sexual Misconduct by Case Outcome							
	BOD			Faculty	Warning/NFA	Pending Investigation	Total
	Charge(s) made out	Charge(s) dismissed	Pending				
1 July 2021 to 31 December 2021	3	2	2	0	0	1	8
1 January 2021 to 30 June 2021	5	2	0	1	2	0	10
1 July 2020 to 31 December 2020	3	1	0	1	2	0	7
1 January 2020 to 30 June 2020	2	1	0	1	1	0	5

Classification

Figure 1. Classification of complaints of sexual misconduct made between 1 July 2021 and 31 December 2021



DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JULY 2021 AND 31 DECEMBER 2021 (INVOLVING STUDENTS)

S/N	Date of FIR to OCS	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
1	19 July 21	Off Campus	Sexual Assault	The respondent was alleged to have touched the complainant inappropriately without consent.	Yes	No-Contact Orders were issued. The BOD terminated the respondent's candidature with immediate effect. The respondent is appealing against the BOD's decision.	Yes
2	18 August 21	On Campus	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.	Yes	No-Contact Orders were issued. The BOD dismissed the charges against the respondent.	Yes
3	18 August 21	On Campus	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.	Yes	No-Contact Orders were issued. The BOD dismissed the charges against the respondent.	Yes
4	18 August 21	On Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched multiple complainants inappropriately without consent while they were in a hostel.	Yes	No-Contact Orders were issued. The BOD terminated the respondent's candidature with immediate effect. The respondent is appealing against the BOD's decision.	Yes
5	25 August 21	On 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 terminated the respondent's candidature with immediate effect. The respondent is appealing against the BOD's decision.	Yes
6	24 September 21	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.	No	The case is pending a BOD hearing.	Yes

Update on Complaints of Sexual Misconduct (1 July 2021 to 31 December 2021)

S/N	Date of FIR to OCS	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
7	29 September 21	Both	Sexual Assault	<p>The respondent was alleged to have sexually assaulted the first complainant both on and off campus, and was also alleged to have filmed sexual acts with the first complainant without consent while they were off campus.</p> <p>The respondent was alleged to have touched the second complainant inappropriately without consent.</p>	Yes	<p>No-Contact Orders were issued.</p> <p>The case is pending a BOD hearing.</p>	Yes
8	8 December 21	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	Yes	<p>No-Contact Orders were issued.</p> <p>The case is pending investigation.</p>	Yes

UPDATES TO PREVIOUS CASES

The following table contains updates to six cases of sexual misconduct which were reported before 1 July 2021. They are as follows:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	<p>Voyeurism</p> <p>The respondent was alleged to have filmed sexual acts with the first complainant without consent while they were in a hostel.</p> <p>The respondent was alleged to have filmed sexual acts with the second complainant without consent while they were in a hostel.</p>	A DAB hearing was convened.	<p>The BOD had terminated the respondent's candidature with immediate effect.</p> <p>The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.</p>
2	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have touched the complainant inappropriately without consent while they were in a hostel.</p> <p>The complainant is a member of the public.</p>	A DAB hearing was convened.	<p>The BOD had suspended the respondent for 6 semesters with 120 hours of community-based sanctions and mandated counselling. The respondent had been barred from NUS campus premises during period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.</p> <p>The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.</p>

Update on Complaints of Sexual Misconduct (1 July 2021 to 31 December 2021)

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
3	<p>Sexual Assault</p> <p>The respondent was alleged to have had non-consensual sexual intercourse with the complainant while they were in a hostel.</p>	Case is pending DAB hearing.	<p>The BOD had terminated the respondent's candidature with immediate effect.</p> <p>The respondent is appealing against the BOD's decision.</p>
4	<p>Verbal or physical contact of a sexual nature</p> <p>The respondent was alleged to have touched the first complainant inappropriately without consent while they were in a hostel.</p> <p>The respondent was also alleged to have filmed the second complainant in the nude without consent while they were in a hostel.</p>	Case is pending DAB hearing.	<p>The BOD had terminated the respondent's candidature with immediate effect.</p> <p>The respondent is appealing against the BOD's decision.</p>
5	<p>Voyeurism</p> <p>The respondent was alleged to have filmed sexual acts with the complainant without consent while they were in a hostel.</p> <p>The complainant is a member of the public.</p>	A BOD hearing was convened.	The BOD suspended the respondent for 4 semesters with 120 hours of community-based sanctions and mandated counselling and psychiatric treatment. The respondent has been barred from NUS campus premises during period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.
6	<p>Voyeurism</p> <p>The respondent had allegedly attempted to film the complainant while the latter was showering at home.</p> <p>The complainant is a member of the public.</p>	A Letter of Warning was issued.	The respondent was issued a Letter of Warning.

STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STAFF

Number of reports between 1 July 2021 and 31 December 2021

This section presents a brief summary of complaints of sexual misconduct involving staff that were brought to the attention of NUS between 1 July 2021 and 31 December 2021. The tables and charts below include complaints that are currently pending investigations by the University.

Table 6. Complaints of sexual misconduct by case outcome [adjudicated by the Committee of Inquiry or Faculty disciplinary action (Sanctions), No Further Action taken due to insufficient evidence (NFA), or pending investigations]

Complaints of Sexual Misconduct by Case Outcomes				
	Sanctions	NFA	Pending Investigations	Total
1 July 2021 to 31 December 2021	1	0	0	1
1 January 2021 to 30 June 2021	1	0	0	1
1 July 2020 to 31 December 2020	3	3	0	6
1 January 2020 to 30 June 2020	1	3	0	4

DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JULY 2021 AND 31 DECEMBER 2021 (INVOLVING STAFF)

S/N	Date Reported	On / Off Campus	Type of Offence	Description of Offence	Disciplinary Actions and Sanctions	Police Report
1	3 August 2021	On Campus	Outrage of Modesty	The respondent – who was a research staff – was alleged to have verbally harassed a staff and made inappropriate physical contact without consent on campus.	No Contact Orders were issued and the respondent was suspended from duty on half-pay. Investigations completed on 2 September 2021. The respondent then resigned and left NUS on 30 September 2021.	Yes

UPDATES TO PREVIOUS CASES

There are no cases involving staff pending investigations before 1 July 2021.

RESOURCES

NUS Statutes and Regulations

Comprehensive information about NUS' statutes, regulations, policies, definitions and procedures can be found on the [Registrar's Office 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 on complaints of sexual misconduct can be found on the [Office of Student Conduct website](#).

Office of Risk Management and Compliance

Office of Student Conduct
