

Letter from the President

13 June 2019

Dear Students and Colleagues

Building A Safer Campus Together

The Chairman of the NUS Board of Trustees has accepted, on behalf of the University, the recommendations submitted by the Review Committee on Sexual Misconduct on 10 June 2019.

The University has studied the recommendations in detail and we have developed a full implementation plan for the recommendations and their integration with measures already being undertaken by the University to enhance the safety of our campuses for our 39,000 students and 12,000 staff. This will be overseen by the Provost.

I would like to highlight that the NUS sanctions and disciplinary frameworks are separate from, and in addition to, any criminal proceedings brought by law enforcement led by the Police. The fact that a student is brought before the NUS Board of Discipline and receives sanctions has no effect on the investigation, sentencing and punishment by the Police and the Courts of Singapore. Together, these will serve as a strong deterrent against future offences and ensure the safety of the NUS community.

Going forward, the University's tougher stance on sexual misconduct will be complemented by greater support for victims and this will be reflected in enhancements to our disciplinary process, including an avenue for victims to request for a review of Board of Discipline and/or Disciplinary Appeals Board outcomes in exceptional circumstances, such as when new evidence comes to light. For past cases, the University commits to ensuring that victims get the dedicated support they need, until care is no longer required, and making necessary arrangements that will support the recovery process.

The new measures include:

From	New Measures
June 2019	<ul style="list-style-type: none"> • New sanctions framework (effective 13 June)
	<ul style="list-style-type: none"> • Training begins for first responders (including campus security officers, masters, resident fellows and resident advisors) and other frontline staff and students
	<ul style="list-style-type: none"> • Security measures including secure shower cubicles (in phases and completed by October), restroom locks, additional CCTV cameras, additional security officers in hostels, and roving security patrols
July 2019	<ul style="list-style-type: none"> • New disciplinary process (effective 1 July)
August 2019	<ul style="list-style-type: none"> • Launch of the Victim Care Unit (VCU) in end-August, a dedicated office with trained and experienced officers to provide care, support and advice to victims. The VCU will be headed by a psychologist and have an advisory board comprising experts in the fields of law, social work, and psychological medicine to ensure the unit can discharge its duties to support victims and offer personalised continuity of care
	<ul style="list-style-type: none"> • A website with information and resources for victims of sexual misconduct
	<ul style="list-style-type: none"> • Compulsory module on “Respect and Consent Culture” begins for all students and staff
Ongoing	<ul style="list-style-type: none"> • Continual engagement on effectiveness of measures

Roadmap to building a safer campus



Click the image to view the implementation plan infographic

As promised, we are also sharing below a summary of the results from the online student survey conducted between 16 and 26 May 2019 by the independent research consultancy commissioned by NUS. The survey was open to all 39,000 undergraduate and graduate students and received more than 5,200 completed responses. The University has studied the findings and they were also reflected in the Review Committee's recommendations.

Safer Campus Survey 2019



Click the image to view the survey findings infographic

The full survey results, as well as a video message from the NUS Chairman, the Provost and me, can be viewed here: nus.edu/safer-campus.

The new measures mark an important starting point in an ongoing effort to improve not only our systems but also our culture. We will continue to engage students, staff and alumni to understand the efficacy of the new measures and how we might do even better.

We thank you for your contributions to the review process. Please continue to reach out to us at nuslistens@nus.edu.sg should you have concerns or feedback.

With best wishes

Tan Eng Chye