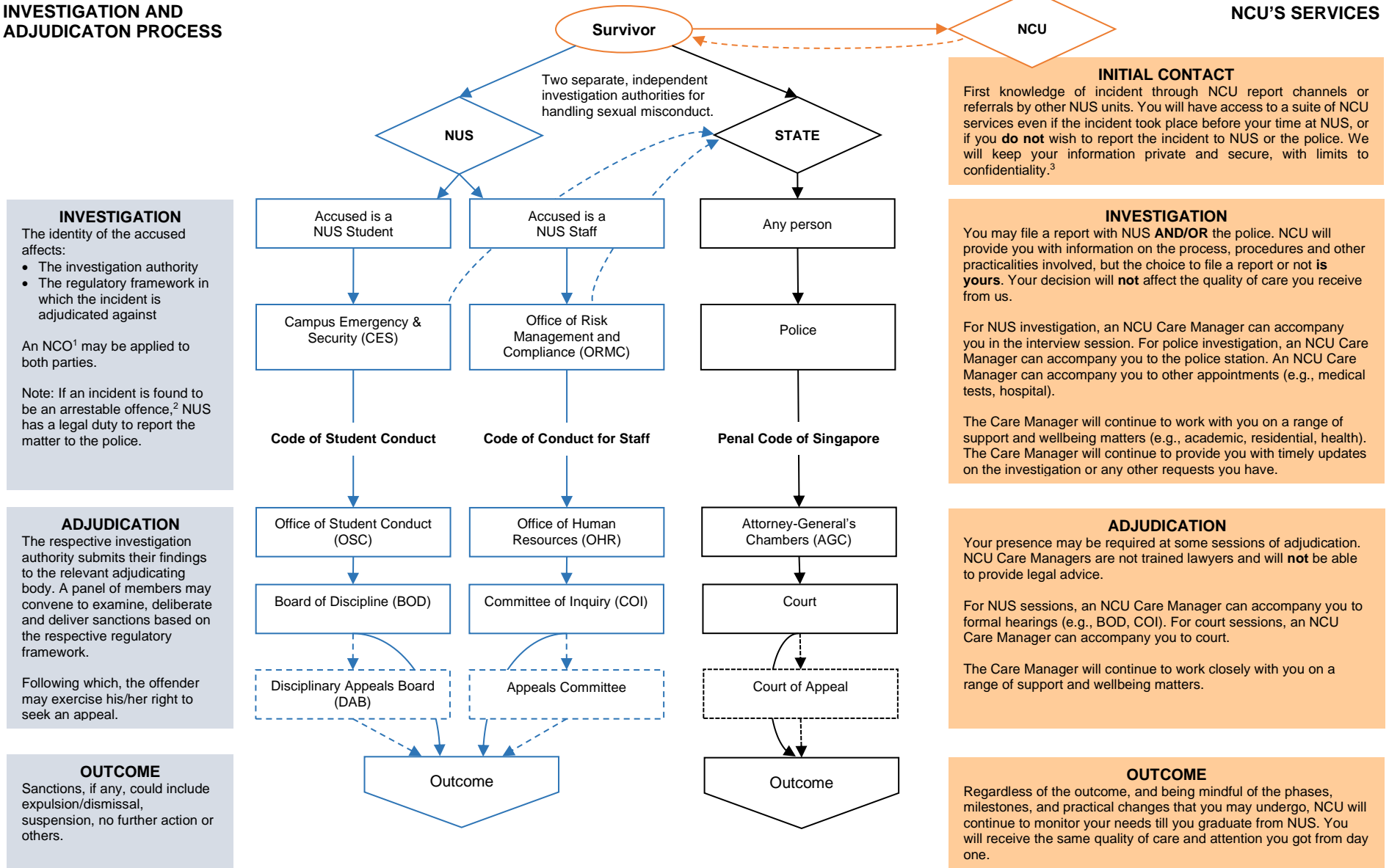


REPORTING FLOWCHART FOR SEXUAL MISCONDUCT

INVESTIGATION AND ADJUDICATION PROCESS



INVESTIGATION
The identity of the accused affects:

- The investigation authority
- The regulatory framework in which the incident is adjudicated against

An NCO¹ may be applied to both parties.

Note: If an incident is found to be an arrestable offence,² NUS has a legal duty to report the matter to the police.

ADJUDICATION
The respective investigation authority submits their findings to the relevant adjudicating body. A panel of members may convene to examine, deliberate and deliver sanctions based on the respective regulatory framework.

Following which, the offender may exercise his/her right to seek an appeal.

OUTCOME
Sanctions, if any, could include expulsion/dismissal, suspension, no further action or others.

NCU'S SERVICES

INITIAL CONTACT
First knowledge of incident through NCU report channels or referrals by other NUS units. You will have access to a suite of NCU services even if the incident took place before your time at NUS, or if you **do not** wish to report the incident to NUS or the police. We will keep your information private and secure, with limits to confidentiality.³

INVESTIGATION
You may file a report with NUS **AND/OR** the police. NCU will provide you with information on the process, procedures and other practicalities involved, but the choice to file a report or not **is yours**. Your decision will **not** affect the quality of care you receive from us.

For NUS investigation, an NCU Care Manager can accompany you in the interview session. For police investigation, an NCU Care Manager can accompany you to the police station. An NCU Care Manager can accompany you to other appointments (e.g., medical tests, hospital).

The Care Manager will continue to work with you on a range of support and wellbeing matters (e.g., academic, residential, health). The Care Manager will continue to provide you with timely updates on the investigation or any other requests you have.

ADJUDICATION
Your presence may be required at some sessions of adjudication. NCU Care Managers are not trained lawyers and will **not** be able to provide legal advice.

For NUS sessions, an NCU Care Manager can accompany you to formal hearings (e.g., BOD, COI). For court sessions, an NCU Care Manager can accompany you to court.

The Care Manager will continue to work closely with you on a range of support and wellbeing matters.

OUTCOME
Regardless of the outcome, and being mindful of the phases, milestones, and practical changes that you may undergo, NCU will continue to monitor your needs till you graduate from NUS. You will receive the same quality of care and attention you got from day one.

1. An NCO is issued to one or more parties involved in disciplinary investigations or proceedings for a sexual misconduct offence. Persons subjected to NCO must not be subjected to any acts of retaliation, harassment, threats, intimidation and coercion. This serves to protect the survivor from any further distress or influence from the accused.

2. Section 424 of the Criminal Procedure Code states that "every person aware of the commission of or the intention of any other person to commit any arrestable offence punishable shall ... immediately give information to the officer in charge of the nearest police station or to a police officer of the commission or intention."

3. Limits to confidentiality are applicable when there is an assessment of threat(s) to your life, health, or safety, or that of others, or when disclosure is mandated under a court order or otherwise by law.