

# Dealing with Sexual Harassment

## Zero tolerance

NTU takes a zero tolerance stance towards harassment.

## What is it?

Sexual harassment can be subtle and indirect, or blatant and overt. It may be spoken, non-spoken, in actions or gestures expressed in an intimidating or non-intimidating manner. It can take many forms:

- Unwelcome and persistent sexually explicit statements;
- Usage of innuendos, comments with sexual overtones, sex-related jokes, taunts or insults;
- Usage of suggestive or sexually-explicit or degrading words, sounds or gestures to describe the recipient;
- Unwelcome and / or unnecessary touching, patting, hugging or other forms of physical contact;
- Unwelcome sexual advances that do not involve touching;
- Unwelcome and inappropriate letters, calls, emails, texts, gifts;
- Persistent and unwelcome requests for dates;
- Usage of electronic means to transmit sexually explicit pictures or objects;
- Sexual assault;
- Indecent exposure;
- Direct proposition or subtle pressure that lead the recipient to believe that submission to sexual harassment is required failing which his or her reputation, education, advancement or standing within the University will be affected.

**Important!** Ask for consent before you act. And when someone says “stop” or expresses uneasiness, respect their boundaries.

The absence of objection to, or complicity with, misconduct does not mean the behavior is welcome.

Whether behavior is offensive or not depends on how it is perceived, not how it was intended.

## Reporting concerns

NTU and ASE offers a variety of resources and services to students, faculty and staff who are concerned about sexual harassment and other forms of misconduct.

## Multiple reporting channels:

(see ASE contact details on bottom of sheet). Reports can also be given to:

- Campus Security (tel: 6790-5200) or police (999) for immediate assistance.
- University Wellbeing Office (email: [UWO-incidentssupport@ntu.edu.sg](mailto:UWO-incidentssupport@ntu.edu.sg))
- Ethics and Compliance Committee (Hotline : 6592 3797)
- Faculty-in Residence (if relevant)
- Immediate professor or school officer.

## About confidentiality

Appropriate measures are taken to preserve individual’s privacy and confidentiality of information.

It is always a good idea to ask about your options regarding confidentiality before sharing details of your concerns.

**Sanctions:** All disciplinary cases will be looked into and brought up to relevant authorities in the university

## Full NTU policy:

Learn more and access the full [NTU anti-harassment policy](#) on NTU intranet.

**Counseling:** Confidential counseling services are available at the University Counseling Center (6790 4462, [ucc-students@ntu.edu.sg](mailto:ucc-students@ntu.edu.sg))

## Need to consult?

Members of the ASE community can contact ASE Student Care Managers:

Nur Fadhila ([nurfadhila@ntu.edu.sg](mailto:nurfadhila@ntu.edu.sg))

Christina Tee ([SKTEE@ntu.edu.sg](mailto:SKTEE@ntu.edu.sg))

or ASE Sexual Harassment Prevention Officers:

David Lallemand ([dlallemand@ntu.edu.sg](mailto:dlallemand@ntu.edu.sg))

Emma Hill ([ehill@ntu.edu.sg](mailto:ehill@ntu.edu.sg))

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