

# **Statement about Commitment to Combatting Sexual Misconduct in the Department of Sociology**

January 2021

The Department of Sociology holds sexual and gender-based harassment, misconduct, bullying, and violence to be contrary to its core principles of promoting and ensuring respect, equality, and the rights of all to a safe and healthy environment, and like the university, it is thus committed to a zero tolerance policy. The Department places a high priority on mutual respect, dignity, diversity and inclusion and expects professionalism from all members of the Sociology community. The Department will **not tolerate sexual misconduct**, harassment or bullying **in any form** perpetrated by/against students or staff members.

In addition to establishing robust measures and transparent policies at the university level, the spirit of this policy seeks to raise awareness about sexual misconduct and drive social and cultural change on campuses. The department is committed to creating a safe teaching, learning and working environment for all members of the Sociology community and will ensure that allegations of sexual harassment and misconduct are responded to swiftly, appropriately and effectively as we put in place procedures to make sure that students and staff who have either been victims of sexual harassment, or witnesses to it, feel safe and empowered to speak up. We take it as our collective responsibility to prevent and respond firmly to this repugnant behaviour and provide unconditional support to those affected. The Department expects professionalism and appropriate behaviours from all members of the Sociology community, while emphasizing individual responsibility for fostering a zero-tolerance culture on campus. The Department places top priority on the welfare, safety and well-being of all members of the Sociology community and is committed to providing a working and learning environment that is free from sexual misconduct, bullying and harassment and holding perpetrators to accountability.

Please feel safe to speak up and trust that any allegation of sexual harassment on campus will be dealt with fairly and promptly. If you have been a victim of sexual misconduct, or have been a witness to it, please contact Ms. Ginny Pak at [ginnypak@nus.edu.sg](mailto:ginnypak@nus.edu.sg). The Department has established a robust reporting procedure to deal with complaints of sexual misconduct that is aligned with the University's. The Departmental Care Unit consists of Professor Vineeta Sinha, Dr. Ivan Kwek and Ms. Ginny Pak. Please be assured that all communications will be treated in the strictest confidence in accordance to the University guidelines.

The Department of Sociology Sexual Harassment Committee:

Associate Professor Maribeth Erb, Chair  
Associate Professor Narayanan Ganapathy  
Dr. Chitra Venkataramani  
Dr. Adelyn Lim Li-Ping  
Dr. Ivan Kwek  
Dr. George Radics  
Ms. Ginny Pak  
Dr. Noorman Abdullah  
Mr. Syed Imad Alatas