



Professor Annamarie Jagose
Provost & Deputy Vice-Chancellor

03 November 2023

Dear Professor Graeber

CONFIRMATION OF TERMINATION OF EMPLOYMENT

I refer to Professor Joanne Wright's letter provided on 24 August 2023 concerning the proposed termination of your employment.

At your request, a Review Committee was convened to review my proposed decision to terminate your employment on the basis of serious misconduct.

The Review Committee has completed its report, a copy of which is **enclosed**. The report sets out the Review Committee's findings and reasons.

The majority of the Review Committee (Ms Janice McLeay as Chair and Professor Marcel Dinger) endorsed my proposed decision and found that:

- (a) serious misconduct occurred;
- (b) the procedures followed afforded you procedural fairness in accordance with the *University of Sydney Enterprise Agreement 2023 – 2026 (Enterprise Agreement)*; and
- (c) the proposed termination of your employment is reasonable in the circumstances.

Professor Alan Fekete did not endorse my proposed decision and was of the view that your conduct amounted to misconduct.

I have considered the report and I accept the findings of the majority of the Review Committee. In addition, I note that while the Review Committee did not expressly reference several allegations referred to in the letter provided on 24 August 2023, I nonetheless consider these allegations to have been properly substantiated and to constitute serious misconduct under the Enterprise Agreement.

Accordingly, I confirm that your employment with the University will cease with immediate effect for the reasons set out in the letter provided on 24 August 2023. In making my final decision, I have considered all of the relevant information available to me, including but not limited to the submissions you provided to the Review Committee.

As your employment is being terminated on grounds of serious misconduct, you are not entitled to notice or payment in lieu of notice of termination. However, you will receive your salary to today's date and a payment in lieu of annual leave and long service leave accrued but untaken. This will be paid to you by way of electronic funds transfer to the bank account that you have nominated for salary purposes.

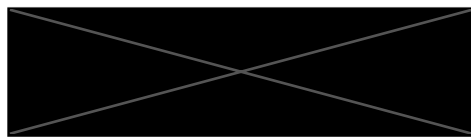
In relation to items of property belonging to the University that you have not yet returned, as well as attendance at the University's campus to collect your personal items located in



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your office, please contact Ms Libby Toohey (Senior Workplace Relations Advisor) who can liaise with the School to make the necessary arrangements. Ms Toohey can be contacted at libby.toohey@sydney.edu.au.

Yours sincerely,



Professor Annamarie Jagose
Provost and Deputy Vice Chancellor