

**From:** [Provost DVC](#) 

**Date:** 12 July 2022 at 11:02:26 Australian Eastern Standard Time

**To:** [Manuel Graeber](#) 

**Cc:** [Kobie Howe](#) , [Josh Andrews](#) 

**Subject:** **RE: Private and Confidential**

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Dear Professor Graeber,

Thank you for your email. To be clear, my email of 30 June 2022 expressed concern that you had breached the confidentiality requirements associated with the misconduct process. Allegations have not been issued in relation to this behaviour, and I thank you for only copying in your representative from the NTEU into this most recent correspondence.

I reiterate my email communications of 30 June 2022 to you concerning Professor Mary O’Kane. I do not accept your comment concerning Professor O’Kane and note that the University considers this matter to be finalised.

In relation to your comment concerning Ms Karen Haywood, I understand that your complaint against Ms Haywood was considered and determined some time ago. I note that, on 22 March 2021, Professor Stephen Garton sent email correspondence to advise that there was insufficient evidence to uphold your complaint against Ms Haywood. Therefore, there is no impediment to your being in contact with her. As previously noted, if you have any questions or concerns regarding the outcome of the preliminary assessment, you can refer the matter to Ms Karen Haywood for review.

Again, I encourage you to liaise with Ms Cox in relation to the collection of your personal items as soon as possible. As stated previously, items not collected will be couriered to your home address.

Best,  
Annamarie.

**PROFESSOR ANNAMARIE JAGOSE** | FAHA | FRSN  
Provost and Deputy Vice-Chancellor  
Office of the Vice-Chancellor

**THE UNIVERSITY OF SYDNEY**

FOR DIARY MATTERS PLEASE CONTACT: E [provost.dvc@sydney.edu.au](mailto:provost.dvc@sydney.edu.au)  
W <http://sydney.edu.au>

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This email plus any attachments to it are confidential. Any unauthorised use is strictly prohibited.

If you receive this email in error, please delete it and any attachments.

**From:** Manuel Graeber  
<manuel.graeber@sydney.edu.au>  
**Sent:** Thursday, 30 June 2022 11:39 AM  
**To:** Provost DVC <dvc.provost@sydney.edu.au>  
**Cc:** Kobie Howe <kobie.howe@sydney.edu.au>;  
Josh Andrews <jandrews@nteu.org.au>  
**Subject:** Re: Private and Confidential

Dear Professor Jagose,

None of your confidential letters that were attached to your cover email was forwarded. I therefore reject your allegations.

You had mentioned the matter concerning Professors Thorn and Miles in your email, and I simply indicated that this matter was being dealt with separately.

Professor O’Kane to my knowledge has no competence whatsoever to investigate alleged criminal activity within the University. In addition, USAP Council has sound reasons to believe that she is not independent in this matter and advised me accordingly. Her report is not acceptable, therefore.

I reject your continuing attempt to turn a matter I took on in my official role as USAP President and a matter that clearly is of great public interest into a personal employment matter.

Management is not the core of the University, but the students and their teachers are. However, management must serve the academic mission and abide by academic standards.

My formal grievance against Ms Haywood has not been dealt with. I therefore cannot contact her for formal reasons alone.

I would like to reiterate that you do not have my permission to move my belongings around. I am not privy to what you have packed up, but it appears that stuff has been packed that does not belong to me. I will hold you responsible for any damage done to my personal belongings and the consequences of the inability of my team to do its work because it has no space.

I am intending to respond regarding the contractual obligations that are laid out in my contract before 5 pm tomorrow.

Regards

Manuel

PROFESSOR MANUEL B. GRAEBER  
MD PhD FRCPath | Neuropathologist

Barnet-Cropper Chair of Brain Tumour  
Research

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**From:** Provost DVC  
<[dvc.provost@sydney.edu.au](mailto:dvc.provost@sydney.edu.au)>  
**Date:** Thursday, 30 June 2022 at  
08:56  
**To:** Manuel Graeber  
<[manuel.graeber@sydney.edu.au](mailto:manuel.graeber@sydney.edu.au)>  
**Cc:** Kobie Howe  
<[kobie.howe@sydney.edu.au](mailto:kobie.howe@sydney.edu.au)>  
**Subject:** Private and Confidential

Dear Professor Graeber,

I refer to your email below. As I communicated to you in my email dated 20 May 2022, the University was under no obligation to consult with USAP in respect of Professor O’Kane’s engagement. Further, Professor O’Kane is independent of the University and eminently qualified to conduct the review.

Again, I encourage you to liaise with Ms Cox to remove any personal items as soon as possible. You should be aware that the University is entitled to review and consider any records on its physical

premises to determine whether they belong to the University and/or the Local Health District.

To the extent that you would like me to consider your point of view in relation to the misconduct allegations process, I refer to the deadline below of **5.00pm Friday 1 July 2022** before I make my final determination in this matter. This is the process whereby I will take into consideration your comments below concerning your employment contract and the Enterprise Agreement, and I encourage you to engage with the process by preparing a response.

Separately, I am concerned that you have breached the requirement for confidentiality by copying in various University staff members, and others outside the institution, into confidential email correspondence. I am hereby directing you to cease copying in any persons, other than a support person, representative or personal advisor, into your email correspondence to me in relation to this matter.

I refer to the letter of allegations issued to you on 5 April 2022 and attached again to my email of 27 June 2022, which relevantly provides as follows:

*The Allegations of misconduct against you are confidential. They must not be discussed with anyone other than a support person\*, representative or*

personal adviser (such as a lawyer, doctor or counsellor) or disclosed in any manner or form on social media. You may also confirm to another party the fact that this process is being undertaken, without disclosing any details or information about the Allegations.

I remind you that a support person means a friend, colleague or Union official (but not any person involved or connected in any way with the allegations) who you may choose to provide you with support. Failure to comply with this direction may result in further misconduct allegations being issued to you.

In addition, I am concerned that you have breached confidentiality by referring to the conduct of Professor Miles and Professor Thorn in your email, copied to various University staff members and others outside the institution. A preliminary assessment of your complaint regarding the conduct of Professor Miles and Professor Thorn has occurred, and I advised you of the outcome on 1 June 2022. This letter was marked Private and Confidential.

If you have any questions or concerns regarding the outcome of the preliminary assessment, you can refer the matter to Ms Karen Haywood for review.

Regards,

Annamarie.

**PROFESSOR ANNAMARIE JAGOSE** | FAHA | FRSN  
Provost and Deputy Vice-Chancellor  
Office of the Vice-Chancellor

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