



THE UNIVERSITY OF
SYDNEY

Professor Mark Scott AO
Vice-Chancellor and President

25 May 2023

Professor Manuel Graeber
Brain and Mind Centre
Room 705, Level 7, Building F
By email: manuel.graeber@sydney.edu.au

Private and Confidential

Dear Professor Graeber,

Allegations of Reprisal Action

I refer to your email dated 27 May 2022, in which you alleged that a number of decisions and actions taken by representatives of the University in the previous year amounted to 'punishment for [your] public interest disclosure.'

The University has investigated your allegations of reprisal action in accordance with its obligations under the *Public Interest Disclosures Act 1994* (NSW) and its [Reporting Wrongdoing Policy 2012](#). The investigation was undertaken by the University's Chief Internal Audit Officer, Ms Alison Hamill, assisted by a seconded manager from **Deloitte**, Mr Heydon Pallier.

The outcome of Internal Audit's investigation is summarised in the attached Executive Summary of the investigation report.

As you will see, following careful consideration of all relevant information, the investigation found that your allegations of reprisal action were not substantiated. The investigation also found that the University's decisions relating to each of your earlier complaints were made in accordance with relevant policy and appeared to be supported by the facts.

I have read and considered the investigation report and accept the findings in it. Accordingly, I have decided that no further action should be taken in response to your allegations of reprisal action.

I note that, pursuant to clause 19(6) of the [Reporting Wrongdoing Policy 2012](#), a person who believes that the University is not dealing with reprisal action effectively may contact the NSW Ombudsman or ICAC as appropriate. Contact information for the NSW Ombudsman and ICAC is available on their websites at: <https://www.ombo.nsw.gov.au> and <https://www.icac.nsw.gov.au> respectively.

Yours sincerely,



Professor Mark Scott AO
Vice-Chancellor and President

cc. Ms Alison Hamill, Chief Internal Audit Officer

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