

**CONFIDENTIAL** 1***File Note re Sexual Harassment***

On Thursday 12 August 1999, I received a telephone call from the Executive Director of the NSW Tennis Association, Mr Craig Watson, advising me that allegations of sexual harassment had been made against the NSWIS/State Tennis Coach, Mr Noel Callaghan.

After my discussion with Mr Watson I telephoned the Institute's solicitor, Colin Love, to seek advice from him on how the Institute should handle this matter given the coach is not employed by NSWIS. I was unable to contact Mr Love on Thursday.

Mr Watson advised me that the allegations at this point in time were general in nature and that they had referred the matter to their solicitor, Maria Shand of Rigby Cooke Lawyers, to take witness statements from the complainant on Monday 16 August.

Mr Watson advised me that Noel Callaghan, Head Tennis Coach, was currently overseas and was returning to Australia on 16 August.

On Friday 13 August I telephoned the NSWIS Chairman, Phil Coles, and advised him of the allegations made against the NSWIS Tennis Coach. I subsequently made contact with the NSWIS Legal Adviser, Colin Love, and he suggested that on Monday 16 August that he would contact Rigby Cooke Lawyers so he could ascertain the process they were taking in respect to the complaint made against the Tennis Coach.

I subsequently then made a telephone call to Tennis NSW (Craig Watson) to advise him of this action.

On Tuesday 17 August Colin Love contacted me to advise me that he had had a lengthy discussion with Maria Shand of Rigby Cooke about the complaint and the process they would be undertaking. I was advised that witness statements were to be undertaken with both the complainant and the coach and then a report submitted to Tennis NSW for consideration and appropriate action.

I was advised that the allegations involve a former athlete of Noel Callaghan from four years ago when aged fourteen years old. I understand that the athlete has not been an NSWIS scholarship holder and that the alleged inappropriate behaviour occurred at a time when Mr Callaghan had no involvement with the NSWIS program.

Both Colin Love and myself agreed that although he was not an employee of NSWIS and that the allegations did not involve a current or past NSWIS scholarship holder, concern was expressed about Mr Callaghan still being able to coach young athletes in the fourteen to eighteen age group whilst these allegations were being investigated by Tennis NSW. Mr Love advised me that he would write a letter to Rigby Cooke expressing this

and other matters as it was deemed appropriate that they be placed on record by NSWIS.

I then telephoned Craig Watson from Tennis NSW and advised him of this and reinforced my concern about Mr Callaghan's continued involvement in coaching young athletes whilst the allegations had not been resolved. Mr Watson advised me that although Tennis NSW had not reached a position on this matter that he may be restricted to administrative duties or suspended of pay while the investigation occurred. I requested that he keep me informed on this matter.

On 17 August after discussions with the Team Leader of Athlete Management Services I telephoned Craig Watson and offered the Institute's services to current NSWIS athletes in the tennis program that may need some counselling once they became aware of these allegations. I also offered counselling support for Noel Callaghan if he so desires. Mr Watson appreciated this offer and said that he would get back to me once he had considered the matter further.

On 17 August I also spoke with Justin Barwick from the Department of Sport and Recreation and briefed him on the matter. He suggested that I advise Tennis NSW to advise their solicitor that they consider this matter in the context of the Child Protection Act 1998. On 18 August I telephoned Craig Watson and advised of this matter.

MICHAEL SCOTT  
Director

18 August 1999