

THE BISHOP OF TASMANIA

The Right Reverend Phillip K. Newell, M.A.

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8th December, 1997

Mr David Gould,

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Dear David,

Re: Sexual Harassment Claim

I wish you the compliments of the season.

I have received from the Diocesan Sexual Harassment Response Group a recommendation that the Diocese negotiate with you with a view to assisting you in relation to counselling expenses, both past and future, that relate directly to your complaints of sexual misconduct.

The difficulty for the Diocese and for me is that we are unable to accept, and on the contrary we disavow, any legal liability for any wrong perpetrated against you so many years ago. However, we are in a position to assist you on an *ex gratia* basis, on the basis discussed below.

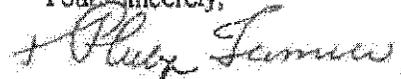
I indicate that the Diocese, in the light of its pastoral concern for your health and well-being and your perceived need for counselling, is prepared to pay to you a lump sum in consideration of your signature under seal of a deed of release by which all claims and disputes between the parties will be forever put to an end. I have instructed our solicitors, Messrs Simmons Wolfhagen, to prepare a draft deed and they have that task underway.

In order that the Diocese and I may consider the amount to be offered to you I request that you provide to me a copy of the accounts which you have paid for past counselling expenses, and provide to me details of the amount that you propose to incur for counselling over the next 12 months. After this information has been considered I will instruct our solicitors to complete the deed of release and forward it to you directly for your consideration. I encourage you to take your own independent legal advice in relation to the matter.

I look forward to hearing from you. Please do not hesitate to telephone me if you wish to discuss any aspect of the matter.

With every blessing.

Yours sincerely,



Phillip K. Newell