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1 October 1999

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Dear Amanda

Tennis NSW - Investigation

On behalf of Tennis New South Wales I write to thank you for your participation in the investigation I conducted on behalf of Tennis NSW involving Noel Callaghan. The investigation has now been completed.

On 18 September 1999 the Board resolved to take no further action at this time regarding the allegations made against Noel. The Board has however invited ^{BXJ} [REDACTED] to take her allegations to the Equal Opportunity Tribunal or the NSW Police. If this occurs Tennis NSW will co-operate with such inquiries and will make a decision with respect to Noel Callaghan's employment following the conclusion of any investigation by the Equal Opportunity Tribunal or the NSW Police.

In the meantime Tennis NSW will be:

- (a) reviewing all employment and other contracts to incorporate a code of ethics and a code of conduct which will bind such parties as terms of the relevant contract;
- (b) developing its own code of conduct for coaches, players, managers and others;
- (c) ensuring coaches and squad players are educated on what is and is not appropriate behaviour;
- (d) completing its Anti-Harassment policy and ensuring its distribution and adoption by all relevant personnel (including volunteers, contractors and employees) and that those personnel are educated about it. This policy will extend beyond harassment to all forms of abuse; and
- (e) reviewing its constitution and rules to clarify a number of issues which have arisen from this matter.

Thank you once again for your co-operation. If you have any further queries, please contact Craig Watson, Chief Executive Officer at Tennis NSW.

Yours sincerely

Maria Shand
 Senior Associate