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**RIGBY  
 COOKE**  
 LAWYERS

20 September 1999

**Private & Confidential**

Attention: Mr Colin Love

Colin W Love & CO  
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Dear Colin

**Noel Callaghan - Tennis NSW**  
 Your client: NSWIS

We refer to previous correspondence regarding the above. The Board of Tennis NSW met on Saturday 18 September 1999. We are instructed to advise the following.

1. Subject to our comments below the Board of Tennis NSW has resolved to take no further action at this time in regard to the allegations made against Mr Callaghan.
2. The Board of Tennis NSW is however inviting <sup>BXJ</sup> [REDACTED] to take her allegations to the Equal Opportunity Tribunal ("EOT") or to the NSW Police and has indicated that Tennis NSW will co-operate with such inquiries and will make a decision with respect to Mr Callaghan's employment following the conclusion of any investigation of the matter by EOT or the NSW Police.
3. 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.

Please call if you wish to discuss.

Yours faithfully,

*Jan Fullagar*  
 Jan Fullagar  
 Partner