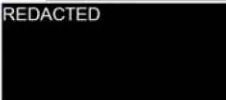




20 September 1999

**Private & Confidential
By Courier**

New South Wales Tennis Association Limited
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Ms
REDACTED


Dear

Noel Callaghan

I write to advise that the Board of Tennis New South Wales met on Saturday 18 September and considered the above matter. The Board made the following decisions.

1. Subject to our comments below the Board has resolved to take no further action at this time in regard to the allegations made against Mr Callaghan.
2. The Board however invites you to take your allegations to the Equal Opportunity Tribunal ("EOT") or to the New South Wales Police and 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 New South Wales Police.
3. Tennis New South Wales 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 me should you wish to discuss the above.

Yours faithfully,

Craig Watson
Chief Executive

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