



New South Wales Tennis Association Ltd
Trading as Tennis New South Wales
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MEMORANDUM

To: All Board Members, Councillors and Staff
From: Craig Watson
Subject: Noel Callaghan
Date: 20 September, 1999

Please find enclosed a Tennis New South Wales position statement in respect of allegations made against Noel Callaghan.

This statement will be issued to all Board, Council, and staff members of Tennis New South Wales.

We have been advised by our legal advisors that it is imperative to close ranks behind this decision and not to make any comment to a third party in relation to this matter. Any questions that you may have should be directed to myself.

The sensitivity of this matter I know is clearly understood, however I must reiterate that confidentiality in this matter is paramount.


Craig Watson
Chief Executive

Serv/mgt/memos/callaghan0999

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Statement of Position

20 September 1999

1. In August 1999 Tennis NSW received allegations from a player about a coach employed by Tennis NSW.
2. Tennis NSW appointed a firm of lawyers and a Queens Counsel to conduct an independent investigation of these allegations .
3. After lengthy consideration of the findings of the investigation the Board of Tennis NSW resolved to take no further action at this time in regard to the allegations.
4. The Board of Tennis NSW has however resolved to:
 - (a) review 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) develop its own code of conduct for coaches, players, managers and others;
 - (c) ensure coaches and squad players are educated on what is and is not appropriate behavior;
 - (d) complete its Anti-Harassment policy and ensure 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) review its constitution and rules to clarify a number of issues which have arisen from this matter.
5. Further details of the implementation of these matters will follow shortly. Your full support and understanding in all these matters will be appreciated.

Craig Watson
 Chief Executive

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