



Responses to Questions on Notice and Supplementary questions for  
the University of Sydney from the Legislative Council Portfolio  
Committee No.3 – Education, Budget Estimates 2024-2025 hearing  
held 10 March 2025

4 April 2025

The University of Sydney  
Hearing: Monday 10 March 2025

**Questions from Hon Chris Rath MLC (on behalf of the Opposition)**

**(1) When did the New South Wales Police offer to move protestors on and close down the encampment at Sydney University.**

**(a) Was it in May when it was revealed the University was in contact with police about the presence of Hizb ut-Tahrir on campus?**

During the period of the encampment, University representatives were in touch with the police on a regular basis, in some cases multiple times a day.

Through regular engagement, NSW Police offered their operational support in the event the University planned to close the encampment, with scenarios discussed including legal and operational requirements and the likely escalation of encampment number if police intervention occurred in the days following.

The NSW Police assured the University that they would keep us informed about any concerns, including the presence of external groups on campus. No such concerns were raised by Police or other government intelligence agencies about Hizb ut Tahrir at any point, including during a June 2024 briefing with senior NSW Police officials where the University specifically sought further information in relation to Hizb ut Tahrir's presence on campus in the wake of media reports.

**(2) What concrete steps have been taken by the University of Sydney to build an institutional culture enabling staff and students to better understand the damaging effects of antisemitic racism?**

The University of Sydney is building on its existing anti-racism framework that promotes cultural diversity and anti-racism with additional training for staff and students to understand and identify antisemitism.

**Antisemitism training**

The Director of Australian Centre for Jewish Civilisation at Monash University, Associate Professor David Slucki, ran antisemitism training for our University Executive on 2 April 2025.

Pilot programs are being developed for further rollout in 2025 for university leaders and frontline staff. There will be a program for staff who manage complaints and another for University leaders and managers.

The University's Education and Training Working Group attended the Monash University pilot in December 2024 and is working with University of Sydney

academics on a University of Sydney-focused module that will be run along with the Monash module.

### **Engaging with civility training module**

In March 2024, the University launched an online '*Engaging with Civility*' module which was co-designed with focus groups of students. The module incorporates interactive scenarios to build understanding of the Student Charter, including respectful protest and cultural safety. This module continues to be reviewed and updated in consultation with student leaders and key staff to ensure it remains fit for purpose.

### **Cultural Competency training**

The University of Sydney established the National Centre for Cultural Competence (NCCC) in 2014, in partnership with the Commonwealth Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education, to advance the development of cultural competence in pedagogy, curriculum and staff development.

The National Centre for Cultural Competence delivers a suite of online and in-person workshops to staff, students, and external organisations. The five online modules which are available to all staff are not mandatory for existing staff although, since the beginning of 2023, they have been mandatory learning as part of the onboarding process for all new staff.

### **(3) Is the minister confident that Jewish students now feel safe and welcome at all parts of the University of Sydney?**

The University of Sydney cannot speak on behalf of the Minister and suggests this question is better directed to the Hon. Steve Whan MP, Minister for Skills, TAFE and Tertiary Education.

### **Questions from Ms Abigail Boyd MLC**

#### **(4) How many reasonable adjustments, accommodations and/or special considerations were applied for, in each calendar year from 2018?**

##### **(a) Of these, how many were granted?**

The number of applications for special considerations for assessment tasks has increased between 2018 and 2024. Table 1 below outlines the number of applications received, approved, and not approved for the years 2018 – 2024.

Note: the data below does not include requests for automated simple extensions of 5 days, which were introduced in semester 2, 2022.

*Table 1 – Special considerations for assessment received and approved, 2018-2024*

Year	Applications received for assessments	Applications approved for assessments	Applications not approved for assessments	Percentage approved (%)
2018	44033	24780	19253	56.3
2019	52240	30147	22093	57.7
2020	60073	39702	20371	66.1
2021	78346	49225	29121	62.8
2022	79736	51114	28622	64.1
2023	82253	49084	33169	59.7
2024	85638	54004	31634	63.1

**(5) Since the University implemented its new Campus Access Policy on 28 June 2024, how many notices of alleged misconduct have been issued under the policy? Of these, how many were issued to:**

**(a) Staff members;**

**i. Overall;**

**ii. Who identify as First Nations;**

**iii. Who identify as people of colour;**

**(b) Students;**

**i. Overall;**

**ii. Who identify as First Nations;**

**iii. Who identify as people of colour;**

**iv. Who are international students; and**

**v. Visitors to campus who are neither staff nor students at the University?**

Because the Campus Access Policy was a new policy adopted urgently, the University took an educational rather than an enforcement approach to its implementation during its first semester of operation. This meant that people who breached its requirements had those requirements explained to them, and received warnings rather than disciplinary action. Disciplinary steps were taken only when the alleged breach was serious, or apparently deliberately repeated.

**(a) Staff**

- i. There have been no Notices of Alleged Misconduct issued to staff under the Campus Access Policy since 28 June 2024.

**(b) Students**

- i. The University has issued 2 Notices of Alleged Misconduct to a student for alleged conduct that may be captured by the Campus Access Policy since 28 June 2024.  
The University has also issued 2 Concerns Notices. A Concerns Notice is issued when the University is seeking an initial response from a student about alleged conduct to determine the next most appropriate steps. Next steps may

include referring the matter to the Registrar for handling in accordance with the Student Discipline Rule or resolving the matter through an assisted resolution process. Assisted resolution processes could lead to outcomes including an apology, facilitated discussion, awareness-raising or educational sessions about behaviour.

- ii. 0
- iii. 1
- iv. 1
- v. 0.

Visitors to campus are not subject to Notices of Alleged Misconduct as they are outside the jurisdiction of the University's Enterprise Agreement (for staff) or Student Discipline Rule (for students).

However, a visitor could be issued with a Termination of Licence under the Campus Access Policy by the University's Central Operations Services Campus Security Unit. A Termination of Licence is a revocation of permission for the person to be on University lands. The University's Security Unit have issued 12 Terminations of Licence since the introduction of the Campus Access Policy on 28 June 2024.

#### **(6) How much money was spent on the Hodgkinson External Review of the Campus Access Policy?**

The costs invoiced by Bruce Hodgkinson SC totalled \$441,789.50 (inc. GST).

Mr Hodgkinson was commissioned to undertake a review of the University's policies and procedures to ensure they are appropriate and fit for purpose to safeguard the wellbeing of our community, academic freedom and freedom of speech, and the effective operation of the University into the future. The review was expansive and involved a call for submissions from students, staff and interested members of the public. Mr Hodgkinson was engaged extensively over a period of 4 months and undertook multiple meetings with internal and external stakeholders. Mr Hodgkinson made 15 recommendations. A review of the Campus Access Policy was one part of the review, with 2 related recommendations. This review has been completed, and an updated policy has been in effect from 28 February 2025.

#### **(7) Which Department or team within the University is responsible for administering the Campus Access Policy?**

The Policy Owner is the Vice-President, Operations. Day to day responsibility sits with Central Operations Services, a professional services unit which reports to the Vice-President, Operations. Within Central Operations, the operation of the policy is undertaken by the Protective and Risk Services team.

#### **(8) What resourcing is apportioned to this Department or team for this purpose in terms of:**

- (a) FTE staffing; and**
- (b) Budget?**

As noted in response to Question 7, above, the Campus Access Policy is primarily administered by the Protective and Risk Services team. The budget for this team covers a significant range of work, including but not limited to the Campus Access Policy. The 2025 resourcing budget covers (a) 20.7 FTE at a cost of (b) \$3.7M.

## **Budget Estimates 2024-2025**

Questions on Notice, Portfolio Committee No. 3 – Education

The University of Sydney

Hearing: Monday 10 March 2025

**The Hon. Susan Carter MLC: You gave evidence that you declined an offer from the New South Wales police to move the protesters on and close down the encampment. When was that offer made by the New South Wales police?**

...

**Perhaps you could take on notice when exactly the police offered to close the encampment.**

During the period of the encampment, University representatives were in touch with the police on a regular basis, in some cases multiple times a day.

Through regular engagement NSW Police offered their operational support in the event the University planned to close the encampment, with scenarios discussed including legal and operational requirements and the likely escalation of encampment number if police intervention occurred in the days following.

**The Hon. Abigail Boyd: Professor Scott, how much money was spent on the Hodgkinson external review of campus accessibility?**

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**The Hon. Abigail Boyd: Since the university implemented its new policy—when was that? June last year, wasn't it? How many notices of alleged misconduct have been issued? Could you come back to me with how many were to staff, how many to students, how many to visitors? And then, within that category, to the extent you know, how many identify as First Nations people, how many identify as people of colour and how many international students, in the case of students.**

Because the Campus Access Policy was a new policy adopted urgently, the University took an educational rather than an enforcement approach to its implementation during its first semester of operation. This meant that people who

breached its requirements had those requirements explained to them, and received warnings rather than disciplinary action. Disciplinary steps were taken only when the alleged breach was serious, or apparently deliberately repeated.

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