



Responses to Supplementary questions for the University of Sydney from
the Legislative Council Portfolio Committee No.3 – Education, Budget
Estimates 2024-2025 hearing held Friday 29 August 2025

Submitted Thursday 25 September 2025

Campus Access Policy

1. What, if any, consultation was undertaken with key stakeholders prior to the University Senate's implementation of the Campus Access Policy on the 27th of June 2024?
 - a. Was the National Tertiary Education Union consulted with?
 - i. If yes, when?
 - ii. If yes, what was their feedback?
 - iii. If not, why not?
 - b. Was the University of Sydney SRC consulted with?
 - i. If yes, when?
 - ii. If yes, what was their feedback?
 - iii. If not, why not?
 - c. Was the United Services Union consulted with?
 - i. If yes, when?
 - ii. If yes, what was their feedback?
 - iii. If not, why not?

The *Campus Access Policy (CA Policy)* was adopted as a response to health, safety and other risks presented by increased protest activities on University lands. The University committed to reviewing the policy after its first six months of operation.

That review was conducted in November 2024 and involved wide consultation with relevant stakeholders, including unions, student organisations, students and staff. The University subsequently revised the CA Policy and published a [summary of the consultation outcomes](#) on its website in February 2025.

2. Can you please provide an outline of which specific steps have been taken to implement the new Campus Access Policy?

As is standard, the University developed Standard Operating Procedures for implementation of the CA Policy. Staff have been trained in the policy and provided guidance on how to implement its terms.

The CA Policy is available to all members of the University community online.

3. Since the implementation of the Campus Access Policy 2024:
 - a. How many demonstrations have been suspended due to alleged breaches?
 - i. Can you please provide a breakdown of the demonstrations and the basis on which they were suspended?

None.

 - b. How many fundraisers have been suspended due to alleged breaches?
 - i. Can you please provide a breakdown of the fundraisers and the basis on which they were suspended?

One fundraiser conducted by way of a bake sale was dispersed as the participants had not booked the space and declined to provide identification when asked.

- c. How many events have been suspended due to alleged breaches?

- i. Can you please provide a breakdown of the events and the basis on which they were suspended?

None.

- d. How many students have faced disciplinary proceedings for alleged breaches?

- i. Can you please provide general advice on the nature of the breaches committed by students disciplined under this policy?

One student received a misconduct notice which included reference to an alleged breach of the CA Policy. The student had engaged in demonstration activity inside university buildings in breach of the CA Policy.

Educational guidance regarding the CA Policy has been provided to 27 students. This guidance has focused on the requirement to notify the University of demonstration activity.

- 4. How is the Campus Access Policy enforced?
 - a. What is the specific process for suspending events?
 - b. What is the specific process for dispersing events?

The University has Standard Operating Procedures for Incident Response. The process includes an initial educational guidance response that can escalate to misconduct for repeat or serious breaches.

- 5. What training or guidelines are provided to University security staff regarding the interpretation of the Campus Access Policy 2024?

Protective services staff have been provided with the Standard Operating Procedure and trained on its terms.

- 6. Why has the Campus Access Policy 2024 given University security staff the capacity to detain students and staff?

The University has not done, and cannot do, this. The authority to detain is provided by NSW law, in s 6 of the Inclosed Lands Protection Act and s.100 of the Law Enforcement (Powers and Responsibilities) Act 2002. The policy notes the fact that these powers exist, and states who may exercise them on the University's behalf.

- 7. Since its adoption, how many complaints have been made with regards to the Campus Access Policy 2024?

The University has received submissions objecting to the CA Policy. See Q1 for further details of the consultation outcomes with respect to the CA Policy.

- 8. How does the University of Sydney square its commitment to "academic freedom and freedom of speech" whilst imposing significant restrictions on the capacity to freely demonstrate?

Universities should be safe and welcoming places of learning, teaching and research that support robust free speech and academic freedom. This requires clear policies to support freedom of expression, while also drawing firm boundaries - protesting issues is welcome, but personal attacks or intimidation have no place.

We are committed to fostering a community that balances free speech with a safe and respectful campus for all.

9. Can you please explain the rationale for shutting down a bake sale in support of Palestine in accordance with the Campus Access Policy?

Please refer to answer to Q3.

10. How many students and staff were reprimanded in accordance with the Campus Access Policy for participating in the NTEU's National Day of Action?
- How many letters were sent to students?
 - What was the full text of the letters sent?
 - How many of these students faced further discipline for speaking at this event?
 - What was the nature of this discipline?

Three staff members and seven students received guidance on the policy. No further disciplinary action was taken.

11. How do you respond to your SRC's allegation that "The CAP's requirement for notice of any demonstration is incompatible with international human rights standards, particularly those outlined in General Comment 37 of the UN Human Rights Committee, which emphasises the importance of spontaneous protest."

The CA Policy complies with Australian and New South Wales law, and in the University's view is also within the permitted limitations in the International Covenant on Civil and Political Rights.

12. Are you concerned that your Campus Access Policy is legally defensible, given the right to freedom of political communication in New South Wales?
- If not, can you please detail the specific legal advice you have received to substantiate your assertion?
 - If so, will you commit to a transparent and independent review of this policy?

The University has no such concerns. Legal advice to the University is legally privileged.

The University commissioned an independent review of its policies relating to freedom of speech and safety, which was conducted by Mr Bruce Hodgkinson SC. This review included consideration of the *Campus Access Policy*. Mr Hodgkinson's report was published in its entirety and is available to [download from the University's website](#). A further review is set for June 2027, as noted on page 13 of the policy.

13. To your knowledge, how many student visas have been cancelled as a result of actions taken against international students protesting for Palestine at your university?

None.

Surveillance

14. Can you categorically rule out any knowledge of direction given to university staff to surveil the social media accounts of pro-Palestine protestors on your campus?

- a. If not, can you please detail what formal and publicly available policy the University has in place for this process?

The University monitors publicly available social media posts as part of its daily media and communications practices, including those made by journalists, Members of Parliament, students, staff and other stakeholders.

Sometimes the University responds to commentary made about the institution in order to correct inaccuracies, which often flourish on social media channels.

- 15.** Can you categorically rule out that the University uses its Wifi network to surveil students in any way?

The *Acceptable Use of ICT Resources Policy* prescribes how the University's Information and Communications Technology (ICT) resources may be used. It explains what uses are acceptable and what are unacceptable and assigns responsibilities to ensure that resources are used legally, ethically and responsibly. It applies to anyone who uses our ICT resources: staff, affiliates, students, contractors and visitors.

The authorised uses of the University's Wi-Fi network are outlined in the University's *Wi-Fi Privacy Collection Notice*. Wi-Fi data is collected for legitimate ICT connectivity purposes, and the collection notice specifies that this data may also be used for investigative or legal purposes.

The *Social Media and Public Comment Policy 2025* notes that University community members may use University ICT resources to use social media in a personal or professional capacity, but that the University may monitor this use.

- 16.** Has your University made any changes to its Wifi Terms and Conditions since 1 January 2023?
 - a. If so, what was the date or dates that the Terms and Conditions changed?
 - b. Can you please provide the text of the exact changes made?

No, the University's *Wi-Fi Privacy Collection Notice* was published in October 2021 and has not been updated since that time.

- 17.** Can you please outline the process undertaken at your University where a student faced disciplinary action for tapping on the window of the Michael Spence Building?
 - a. On what date did University staff become aware of this incident?
 - b. On what date was disciplinary action taken in response to this incident?
 - c. What was the nature of the disciplinary action?

The University became aware of students banging on windows in an intimidating manner during a protest at the Law School on 30 May 2024, and issued a notice of concern to students who engaged in this conduct.

The Registrar issued a warning to the students with no finding of misconduct on 30 September 2024.

The University does not have any record of similar behaviour resulting in disciplinary action at the Michael Spence Building.

Misconduct proceedings

18. How many students have faced misconduct proceedings resulting from protest activity in:

- a. 2024?
- b. 2025?

In 2024, eight matters followed a misconduct process. In 2025, no students have faced a misconduct process.

19. How many warnings have been issued to students resulting from protest activity in:

- a. 2024?
8
- b. 2025?
0

20. Why are students under the University of Sydney (Student Discipline) Rule 2016 required to keep the details, process and outcome of a disciplinary proceeding confidential?

The University's confidentiality requirements in complaint processes balance the principles of trust and integrity within a trauma-informed process that ensures participants are supported throughout.

This balance is consistent with the NSW Ombudsman's Complaint Handling in Universities: Australasian Best Practice Guidelines – January 2015 (NSW Ombudsman's Best Practice Guidelines).

Confidentiality is a key component to ensuring the integrity of an investigation. Disclosing information that has not yet been substantiated can cause serious harm to the reputation and wellbeing of those involved and can prejudice the impartiality and fairness of the process.

Similarly, disclosure of the outcome of a process (which includes factual findings) can impact the integrity of other related matters or increase risk of identification of others involved in the process.

The Rule allows for the Registrar to waive confidentiality requirements at their discretion.

21. What is the punishment for violation of the confidentiality clause in the University of Sydney (Student Discipline) Rule 2016?

There is no set penalty for violations of the confidentiality clause. Every case is assessed on a case-by-case basis.

No students have been found to have engaged in misconduct by breaching confidentiality directions.

22. Has the university employed external contractors or consultants to manage the misconduct and complaints processes?

- a. If so, who?
- b. If so, how much money has been spent?
- c. If so, what training or advice is provided to ensure the procedural fairness of disciplinary proceedings?

The University has engaged legal practitioners and human resources specialists to advise on and assist with misconduct and complaints processes. The exercise of delegated authority with respect to such processes, however, remains with university employees.

To date in 2025, the University spent approximately \$360,000 on contractors specialised in misconduct and complaints processes. Those engaged to provide specialised advice are experts in their fields with relevant academic qualifications and experience with respect to the importance of procedural fairness.

University Investments

23. What is the total sum of university investments, both direct and indirect, in fossil fuels?

The University of Sydney is committed to Net Zero by 2050 and has aligned its portfolio with UN Sustainable Development Goals. The University started measuring the carbon footprint of its investments in 2014 and has reduced exposure significantly.

In 2021 the University launched the Sustainable Investment Strategy, increasing investments in sustainable solutions, and divesting from fossil-fuel-related companies that demonstrate no commitment to transitioning.

The University criteria for divestment is when 20% or more of revenues are from fossil fuel production or power generation, unless a company demonstrates a strong commitment to transitioning.

The University currently has \$8,541,173 invested in fossil fuels, which makes up 0.25% of its portfolio investments.

24. Can you please provide a complete list of partnerships with fossil fuel companies or lobby groups over the last 5 years?

The University of Sydney has a range of policies in place to ensure the avoidance and appropriate management of actual, apparent, or perceived conflicts of interest by University staff and affiliates. Our researchers adhere to a strict policy of academic research integrity as defined in our Research Code of Conduct and the Australian Code for the Responsible Conduct of Research, with research oversight by our ethics office. We are also strongly committed to academic freedom as expressed in our [Charter](#).

Contracts ensure our researchers conduct all research independently from any funding body and publish results without any constraints. Research output is published in peer reviewed journals, with funding sources always declared.

All research contracts ensure that results can be published and funding bodies cannot influence or interfere in the conduct or outcomes of the research. Government regulators are also regularly consulted and updated on programs of research.

These partnerships contribute to tectonic modelling and mapping, basin geodynamics and evolution of sedimentary systems research, topography development, productivity measurement, mining automation, efficient management of cloud computing, koala density surveying and monitoring, and mental health research. Several of the partnerships are co-funded with the Australian Research Council.

Companies who contribute to research include BHP Billiton Petroleum Deepwater Inc, BHP Foundation (USA), BHP Innovation Pty Ltd, BHP Metals Exploration Pty Ltd, BHP Metcoal Holdings Pty Ltd, Chevron USA Inc, ExxonMobil Technology and Engineering Company, Jemena Electricity Networks Ltd, Origin Energy Upstream Operator Pty Ltd, Rio Tinto Services Ltd, and Whitehaven Coal Mining Ltd.

25. What is the total sum of university investments, both direct and indirect, in Israeli corporations?

The University does not have any partnerships with any Israeli defence companies.

Investments in companies listed on the Israeli stock exchange: \$1,634,546.43.

26. Can you please provide a complete list of partnerships with Israeli corporations over the last 5 years?

The University has no partnerships with Israeli corporations.

27. What is the total sum of university investments, both direct and indirect, in weapons corporations?

In June 2024, the Vice-Chancellor committed to the establishment of a working group to undertake a review of investment and divestment policies. The final report presents the findings and recommendations of the Investment Policies Review Working Group (IPRWG).

The report includes a detailed rationale for the definitions used by the group in undertaking the review, including for 'arms' in relation to 'weapons'.

The report noted that primarily through listed aerospace companies, and indirectly through private equity, the University holds an estimated exposure to defence revenues of approximately \$4.6m. This represents approximately 10% to 20% of revenues derived from investments in aerospace companies.

More information about the Investment Policies Review Working Group (IPRWG) can be accessed [here](#).

28. Can you please provide a complete list of partnerships with weapons corporations or lobby groups over the last 5 years?

The University of Sydney is committed to working with industry partners and the Australian Government to secure our nation's safety and prosperity. The University is an important partner in addressing skills and workforce needs, training the next generation, and supporting research and innovation.

Companies in research partnerships are: BAE Systems (Operations) Limited, IBM Australia Limited, Lockheed Martin Corporation, Northrop Grumman Australia Pty Ltd, Raytheon Australia Pty Ltd, Raytheon BBN Technologies, and Thales Australia Ltd.

29. What is the total sum of university investments, both direct and indirect, in gambling companies?

a. How much does the university have directly or indirectly invested in gambling companies or poker machine manufacturers?

The University is a not-for-profit entity and re-invests all available revenue into enhancing research and teaching capabilities

We continually review and adjust our mix of investments to meet the high standards of probity and governance set out in our public-facing Investment Policy and the University's Integrated ESG Framework.

This means we do not invest in cluster munitions, tobacco, fossil fuels and power generation companies that aren't transitioning to low carbon.

We have strict rules around our investments and in recent years have reviewed our strategies to improve environmentally, socially and financially responsible investment practices. The University currently holds direct and indirect investments of approximately \$36.9 million.

30. Can you please provide a complete list of partnerships with the gambling industry over the last 5 years?

The Gambling Treatment and Research Clinic conducts a wide range of research and training, and demonstrates best practice in treating gamblers free of charge in the Brain and Mind Centre.

The Clinic collaborates with consumers, industry partners, government and NGOs to apply its research to reduce the problem impacts of gambling in the community.

Policies are in place to ensure the avoidance and appropriate management of actual, apparent, or perceived conflicts of interest by University staff and affiliates. Our researchers adhere to a strict policy of academic research integrity as defined in our Research Code of Conduct and the Australian Code for the Responsible Conduct of Research, with research oversight by our ethics office. We are also strongly committed to academic freedom as expressed in our Charter.

Contracts ensure our researchers conduct all research independently from any funding body and publish results without any constraints. Research output is published in peer reviewed journals, with funding sources always declared.

All research contracts ensure that results can be published and funding bodies cannot influence or interfere in the conduct or outcomes of the research. Government regulators are also regularly consulted and updated on programs of research.

Companies who contribute to research partnerships focussed on reducing gambling harm are: Aristocrat Technologies Australia Pty Ltd, Entain, West Hq Limited, International Center for Responsible Gaming (ICRG), 122 IDEAS Ltd (UK), Australian Leisure and Hospitality Group Pty Limited, and Responsible Wagering Australia Holdings Limited.

31. How can the University morally justify investments in gambling companies Aristocrat and Entain?

The University has no investment in Entain. The University does not exclude gaming companies in its investment policy.

32. What existing partnerships does the University have with Israeli Academic Institutions?

As an institution, we encourage global collaboration. Our researchers have skills and expertise that contribute to national, regional and global security in order to help make Australia and the world a safer place to live.

They also have academic freedom to choose which projects they work on, allowing that all our research must comply with relevant laws and government guidelines, and be conducted in line with our own policies and codes of conduct.

Teaching and research partnerships currently exist with the Hebrew University of Jerusalem, Sheba Medical Hospital, Technion Israel Institute of Technology, Tel Aviv Sourasky Medical Center, and University of Tel Aviv.

33. What is the total sum of money held in any assets with, or investment in directly or indirectly, the following companies:

- (a) BAE Systems? None
- (b) Lockheed Martin? None
- (c) Northrop Grumman? None
- (d) Elbit Systems? None
- (e) Electro Optic Systems? None
- (f) Raytheon? None
- (g) Thales? None
- (h) Boeing? None
- (i) Chrysos Corporation? None
- (j) NIOA Group? None
- (k) Airbus Group? \$4,749,869.08
- (l) ASC? None
- (m) IBM? None
- (n) QINETIQ? None
- (o) SAAB? None
- (p) DXC? None
- (q) ExecuJet MRO Services? None
- (r) Dassault? None
- (s) Bouygues? None
- (t) NSO Group? None

(u) Q Cyber Technologies? None
 (v) Intellexa? None
 (w) Maravilhas Solutions? None
 (x) Stone & Chalk? None
 (y) AustCyber? None
 (z) Red Piranha? None
 (aa) Willyama Services? None
 (bb) Alethea? None
 (cc) Cybersixgill? None
 (dd) Alchemy Security Consulting? None
 (ee) 11point2? None
 (ff) Vectra? None
 (gg) Splunk Sention? None
 (hh) R1i.Technology? None
 (ii) Providence Consulting Group? None
 (jj) Redarc? None
 (kk) Hanwha? None
 (ll) Ferra? None
 (mm) HTA? None
 (nn) Quickstep? None
 (oo) Ionize? None
 (pp) Insync Solutions? None
 (qq) Fifth Domain? None
 (rr) DTEX? None
 (ss) CyberOps? 7None
 (tt) Wabtec Corporation? None
 (uu) SOIO? None
 (vv) School of Information Operations? None
 (ww) Coherics? None
 (xx) Caterpillar? None
 (yy) Dassault Systèmes? None
 (zz) General Dynamics? None
 (aaa) Oshkosh? None
 (bbb) Rheinmetall AG? None
 (ccc) Rolls-Royce Power Systems? None
 (ddd) RTX? None
 (eee) ThyssenKrupp? None

(fff) What is the total monetary value of funding received by the University of Sydney from these companies in the form of:

- i. Research grants or other sources of funding? \$637,368*
- ii. Sponsorship of facilities, programs or events? \$1,900*
- iii. Scholarships? \$30,455*
- iv. Consulting fees for university expertise? Nil*
- v. Licensing fees? Nil*
- vi. Equipment donations or discounted purchases? Nil*

*For the most recently completed financial year, ended 31 December 2024. Figures exclude GST.

(ggg) Has the University of Sydney paid money to any of these companies for:

- i. Licensing fees to use corporate software, databases, or technology? Yes*
- ii. Equipment and service purchases? Yes*
- iii. Consulting fees? Yes*
- iv. Facility rental or co-location costs? No*

*For the most recently completed financial year, ended 31 December 2024

(hhh) What is the total monetary value of costs paid by the University of Sydney to these companies?

\$4.9M (excl GST) in the year ended 31 December 2024, primarily for technology-related services and cloud computing.

(iii) Has the University of Sydney made any joint venture investments with any of these companies?

No.

(jjj) Will the University of Sydney commit to divesting from these companies, who have been named by international lawyers as complicit in Israel's genocide in Gaza?

Please refer to answer to Q35.

34. What is the total sum of money held in any assets with, or investment in directly or indirectly, the following companies:

- (a) Woodside Energy Group? None
- (b) Santos Limited? None
- (c) Origin Energy? None
- (d) Beach Energy Limited? None
- (e) Karoon Energy Ltd? None
- (f) AED Oil? None
- (g) Ampol? None
- (h) Australian Worldwide Exploration? None
- (i) Beach Energy? None
- (j) Blue Ensign Technologies? None
- (k) ExxonMobil Australia? None
- (l) Gull Petroleum? None
- (m) HWR Group? None
- (n) Penrite? None
- (o) Queensland Energy Resources? None
- (p) Roc Oil Company? None
- (q) Senex Energy? None
- (r) Shell Australia? None
- (s) Woodside Energy? None
- (t) Xtract Oil? 9 None
- (u) Chevron Corporation? None
- (v) Shell PLC? \$8,541,173.23
- (w) BHP? \$11,021,839.50
- (x) BP PLC? None
- (y) Anglo Coal Australia Ltd? None

(z) Bloomfield Collieries Pty Ltd? None
 (aa) Hunter Valley Energy Coal (HVEC)? None
 (bb) Centennial Coal? None
 (cc) Coalpac Pty Ltd? None
 (dd) Cornwall Coal? None
 (ee) Donaldson Coal Pty Ltd? None
 (ff) Enhance Place Pty Ltd? None
 (gg) Ensham Resources Pty Ltd? None
 (hh) Felix Resources Limited? None
 (ii) Yancoal? None
 (jj) Foxleigh Mining Pty Ltd? None
 (kk) Idemitsu? None
 (ll) Ensham Resources? None
 (mm) Illawarra Coal Holdings Pty Ltd? None
 (nn) Appin West? None
 (oo) Jellinbah Group? None
 (pp) Lithgow Coal Company Pty Ltd? None
 (qq) Macarthur Coal? None
 (rr) Muswellbrook Coal Company Ltd? None
 (ss) New Hope Group? None
 (tt) Peabody Energy Australia? None
 (uu) Rio Tinto Coal Australia? None.
 (vv) Vale? None
 (ww) Wesfarmers Coal Ltd? None
 (xx) Whitehaven Coal? None
 (yy) Glencore Holdings Pty Limited? None
 (zz) ActewAGL? None
 (aaa) Alinta Energy? None
 (bbb) APA Group (Australia)? \$326,800
 (ccc) Australian Gas Networks? None
 (ddd) Carbon Energy? \$40.54
 (eee) Engie Australia? None
 (fff) Fremantle Gas and Coke Company? None
 (ggg) Gladstone LNG? None
 (hhh) Jemena? None
 (iii) Kleenheat Gas? None
 (jjj) Linc Energy? None
 (kkk) Multinet Gas? None
 (lll) QGC? None
 (mmm) South Australian Gas Company? None
 (nnn) State Energy Commission of Western Australia? None

(ooo) What is the total monetary value of funding received by the University from these companies in the form of:

- i. Research grants or other sources of funding? \$5,619,998*
- ii. Sponsorship of facilities, programs or events? Nil*
- iii. Scholarships? Nil*
- iv. Consulting fees for university expertise? \$10,053*
- v. Licensing fees? Nil*
- vi. Equipment donations or discounted purchases? Nil*

*For the most recently completed financial year, ended 31 December 2024. Figures exclude GST.

(ppp) Has the University paid money to any of these companies for:

- i. Licensing fees to use corporate software, databases, or technology? No*
- ii. Equipment and service purchases? Yes*
- iii. Consulting fees? No*
- iv. Facility rental or co-location costs? No*

*For the most recently completed financial year, ended 31 December 2024

(qqq) What is the total monetary value of costs paid by the University to these companies? \$2.1M (excl GST) in the year ended 31 December 2024

(rrr) Has the University made any joint venture investments with any of these companies? No.

(sss) Will the University commit to divesting from fossil fuel companies

The University's investment policy states that investment mandates must, based on the best information available: exclude investments in companies or investment managers that are significantly involved in the extraction of, or generation of power from, fossil fuels unless the companies or investment managers can demonstrate their alignment with a low carbon transition.

Investment Policies Working Group

35. The University of Sydney's Investment Policies Working Group recommended "At the earliest opportunity when practicable, the University of Sydney:

- 2.1 unwind all of its investments and not make any future investments, in:*
 - 2.1.1 direct equity holdings in assets that derive revenue from items listed on DSGI Part One*
 - 2.1.2 publicly traded investment instruments that derive revenue from items listed on DSGI Part One"*

- a. What steps, if any, have been taken to adopt these recommendations?
- b. Why did the review's terms of reference fail to include any reference to Israel's genocide in Gaza, on which international law and consensus is clear?

The Chancellor communicated with all staff and all students on 1 July 2025 to detail the status of the working group's report and the issues the University is considering in relation to its formal response. You can find that communication [here](#).

36. What steps, if any, have been taken to divest from investments listed in the DSGI part one or publicly traded investment instruments that derive revenue from items listed on the DSGI part one?

Please refer to answer for Q35.

37. Does the University support these recommendations in full?

- a. If not, why not?
- b. If so, when does the University anticipate these recommendations will be implemented?

Please see answer to Q35.

StandWithUs Australia and Israel-Is Affiliation

38. How many events has your university conducted with StandWithUsAustralia?

The University has held no events with StandWithUsAustralia. ISRAEL-is applied to use the University as a venue to host an event on 2 April 2025. This was a private event and was not organised by the University of Sydney.

As with all universities, the University of Sydney hosts a broad range of activities on campus that can reflect different perspectives – including a range of events organised by external parties that apply to use the University as a venue.

StandWithUsAustralia was involved in the above event, but the event was not held in partnership with the University. The content of the event was the responsibility of the organisers.

39. How many events has your university conducted with Israel-IS?

ISRAEL-is has only applied to use the University of Sydney as a venue for one event in recent years. However, please note that institutional records may not capture every engagement, noting our open campus.

40. Who at your University was involved in the decision-making process for approval of these events?

Please note there is only one relevant event. Involved parties included the Vice-Chancellor's Chief of Staff, as well as the Protective and Risk Services team, in line with standard University protocols.

41. Does your University acknowledge that affiliations with these organisations, who seek to rationalise Israel's genocide in Gaza in the view of many human rights advocates, has harmful affects on Palestinian and Lebanese students on your campus?

The University is not affiliated with these organisations. Please refer to answer to Q38.

42. Before having an event with Israeli Defence Force (IDF) reservists, did your university conduct any consultation with Palestinian students?

- a. Does your University now acknowledge this was an error?
- b. Has any mental health support been offered to Palestinian students in the wake of this decision?

This event was a private function and was not organised or endorsed by the University of Sydney. It is not common practice for the University to conduct formal consultations on events organised by external organisations.

Student wellbeing offers a range of confidential and free health, wellbeing, and personal supports for all students. Support is available to all students on an ongoing basis and is

regularly promoted through established university communication channels to ensure awareness and accessibility.

SafeWork NSW Report

- 43.** You received a preliminary report into alleged antisemitism on your campus in February of 2025. The SafeWork NSW report labels “stop bombing Lebanon cut ties with genocide” as an antisemitic statement
- Is it your view that this statement constitutes antisemitism?
 - Has your university taken any steps to prevent this statement appearing on your campus again?
 - If so, what steps did you take?
 - How many individuals have been disciplined for making this statement?

Following enquiries, SafeWork NSW inspectors assessed adequate systems relating to the psychological risk of workers were in place. Members of SafeWork NSW’s Independent Decision Making Panel decided not to investigate, as the University had adequate safety measures in place.

SafeWork NSW did not provide the University with a copy of the preliminary document prepared by a SafeWork Inspector. The University became aware of its existence after it was contacted for comment by a media outlet.

The University does not accept that the document accurately reflected or characterised conduct on campus; it included a number of unverified claims that were not put to us for a response or clarification.

As no investigation was recommended, the University considered the matter to be closed.

- 44.** The SafeWork NSW report labels “Organising student meetings to ‘discuss our response to Israel’s atrocities’” as an antisemitic activity.
- Is it your view that this constitutes antisemitism?
Has your university taken any steps to prevent these activities from occurring on your campus again?
 - If so, what steps did you take?
 - How many individuals have been disciplined for taking part in these activities?

Please refer to answer to Q 43.

- 45.** The SafeWork NSW report outlines “student activists entering lecture halls intent [on] disrupt[ing] lessons chanting anti-semitic slogans preventing other students from learning” as an anti-semitic activity
- Is it your view that this constitutes antisemitism?
 - Has your university taken any steps to prevent these activities from occurring on your campus again?
 - If so, what steps did you take?

- d. How many individuals have been disciplined for taking part in these activities?

The Public Comment and Social Media Policy 2025 has provisions preventing staff or students from making non-unit of study related announcements prior to, or during, any class. Members of our community are free to make announcements at the end of class.

Two students have been subject to a misconduct process for entering a lecture hall to make a non-unit of study related announcement, where a finding of misconduct was made and an appropriate penalty imposed.

- 46.** The SafeWork NSW report defines “fright” and “intimidation” when used in reporting to articulate the allegedly “frightened and intimidated” Jewish students “confronted” by student activists?
- Which activities specifically qualify as a confrontation?
 - Which activities specifically qualify as restricting free movement?
 - Which “opposing views and ideologies” to “student activists” does SafeWork NSW identify in point 9 of their list of allegedly antisemitic occurrences at the University of Sydney?

The University is unaware of the activities this aspect of the report referred to.

- 47.** The SafeWork NSW report defines “Arabic writing” as antisemitism.
- Is it your view that this statement constitutes antisemitism?
 - Has your university taken any steps to prevent this statement appearing on your campus again? campus again?
 - If so, what steps did you take?
 - How many individuals have been disciplined for making this statement?

The University does not consider Arabic writing antisemitic nor prevent the display of Arabic text on campus. As with all writing, it would be assessed based on its meaning and the context in which it is communicated.

- 48.** Were any changes made between the preliminary report into alleged antisemitism on University of Sydney campuses and the final report?
- If so, can you provide a list of those changes?

This document was not authored or owned by the University, nor did SafeWork provide the University with a copy of any draft or the 'preliminary report'.

- 49.** Did you raise any concerns with SafeWork NSW, or the Minister for Work Health and Safety, with regard to the contents of this report?
- If so, on what date?
 - If not, why not?

Please refer to answer to Q 43.

- 50.** Has your University developed or implemented any new policies since 1 January 2023 to combat racism or bigotry on campus?

- a. What policies, if any, have specifically been implemented to combat antisemitism?
- b. What policies, if any, have specifically been implemented to combat islamophobia?
- c. What policies, if any, have specifically been implemented to combat racism towards First Nations people?
- d. What policies, if any, have specifically been implemented to combat xenophobia?
- e. What policies, if any, have specifically been implemented to combat homophobia or biphobia?
- f. What policies, if any, have specifically been implemented to combat transphobia?

At the heart of our values is a commitment to celebrating the richness of diversity and eliminating all forms of discrimination in our workplace and campuses.

We value different and unique perspectives offered by diversity in all its various forms and aim to ensure a sense of belonging for staff and students.

The University's policies prior to 1 January 2023 prohibited racism, including antisemitic conduct.

In July 2023, the University released an anti-racism statement, which you can find [here](#).

The Supplementary Resources to the University's Anti-Racism statement were updated to include the Universities Australia definition of antisemitism and consequential changes have been made to other University policies to refer to this resource.

Flag Policy

- 51.** David Brophy wrote to you and requested that Palestinian flags be flown from his office until Israel's genocide in Gaza ceases. Will you grant this request?

We have not banned Palestine flags from campus.

A flag hanging out of a University office window was removed because, under the Flag Policy 2025, unapproved flags of any kind can only be flown from University infrastructure on a temporary basis.

The staff member who displayed the flag was advised four weeks before its removal that they could continue to display the flag in a non-shared internal space such as an office or apply for approval to display the flag externally.

The request to re-display the Palestinian flag from the same location was denied as its display went beyond the 'temporary' period for displays allowed by the policy.

- 52.** Are you willing to extend the "temporary" period during which Palestinian flags are flown at the University of Sydney to continue until Israel's genocide in Gaza has concluded?

Our policies and processes around the temporary display of flags (for short periods only) are designed to create a safe and welcoming campus for all. Our guidance to staff around flags is applied to any type of flag that is displayed on our campuses.

Jillian Segal Recommendations

- 53.** What steps has your University taken to push back against Jillian Segal's report's recommendation for government funding to be withheld from universities, programs or individuals within universities?

The University acknowledges the report, and notes that the Australian Government has not responded to the recommendations. We will continue to engage on this issue and will consider submissions as the process continues.

- 54.** Given Jillian Segal claimed in her report that "We are on a dangerous trajectory where young people raised on a diet of disinformation and misinformation about Jews today risk becoming fully-fledged antisemites tomorrow", can you point to any specific examples of this disinformation?
- a. Do you share the concerns of your students that genuine criticism of the genocide in Gaza is being conflated with criticism of Jewish people?

The University did not author this report and cannot speak to what was intended by the Special Envoy.

- 55.** Is an individual who categorises Jewish organisations with which they disagree as "a fringe group with no representative mandate... [that] does not speak for the vast majority of Jewish Australians, nor for the long-established community organisations that have led the fight against antisemitism for decades. Its opposition to the IHRA definition is completely out of step with national and international consensus including the Australian Government" an appropriate person to be prescribing university policy on the protection of Jewish students?

Ms Segal AO was appointed by the Australian Government.

- 56.** Is an individual whose husband donates to Advance Australia, a far-right lobby group who have supported Nazi-backed rallies, an appropriate person to be prescribing university policy on the protection of Jewish students?

Ms Segal AO was appointed by the Australian Government.

- 57.** Are you aware that your university's definition has been described as "closely aligned" with the IHRA definition?

The University is aware of this commentary.

- 58.** Are you aware of the federal court judgement in Wertheim v Haddad [2025] FCA 720, where it was ruled "not all Jews are Zionists or support the actions of Israel in Gaza and that disparagement of Zionism constitutes disparagement of a philosophy or ideology and not a race or ethnic group. Needless to say, political criticism of Israel, however inflammatory or adversarial, is not by its nature criticism of Jews in general or based on Jewish racial or ethnic identity...The conclusion that it is not antisemitic to criticise Israel is the corollary of the conclusion that to blame Jews for the actions of Israel is antisemitic; the one flows from the other." ?

The University is aware of the judgement made in Wertheim v Haddad.

- 59.** Are you concerned that your university's definition of antisemitism may contravene a federal court judgement?
- If not, on what basis?
 - If so, what steps will you take to address this?

No, nothing in the Universities Australia definition is inconsistent with the above judgement.

People's Inquiry into Campus Free Speech on Palestine

- 60.** Have you read the Preliminary Report of the People's Inquiry into Campus Free Speech on Palestine?

Yes, members of the Executive have read the report.

- 61.** What is your response to the Report's finding that "Australian universities have restricted the free speech and academic freedom of staff and students on the question of Palestine"?
- Specifically, do you accept or reject the finding?
 - What specific steps have you taken to address the issues outlined in this finding?

The University of Sydney is committed to free speech and academic freedom, [the Charter of Freedom of Speech and Academic Freedom](#) adopted by Senate in 2019 outlines principles and operation.

Universities should be safe and welcoming places of learning, teaching and research that support robust free speech and academic freedom. This requires clear policies to support freedom of expression, while also drawing firm boundaries - protesting issues is welcome, but personal attacks or intimidation have no place.

- 62.** What is your response to the Report's finding that "Australian universities have targeted students and staff who express support for Palestine for surveillance and discipline;"?
- Specifically, do you accept or reject the finding?
 - What specific steps have you taken to address the issues outlined in this finding?

Each disciplinary matter is assessed as to whether the relevant conduct is in breach of university policies, charters or codes. This approach applies to all students and staff, irrespective of their political beliefs.

- 63.** What is your response to the Report's finding that "Universities have used existing policies and devised new policies in an opaque way to target and censor students and staff expressing support for Palestine;"?
- Specifically, do you accept or reject the finding?
 - What specific steps have you taken to address the issues outlined in this finding?

No student or staff member has been 'targeted' based on their lawful political beliefs.

- 64.** Given the Inquiry found that there were multiple incidents of cancelled events on the Israel genocide,

- a. How many guest lectures, film screenings or other events have been cancelled or otherwise intervened upon by your university in:
 - i. 2023?
 - ii. 2024?
 - iii. 2025 to date?

One event related to the Middle East conflict was cancelled in 2023.

- 65.** Do you acknowledge the views of international genocide scholars and United Nations experts that Israel is committing the crime of genocide?
 - a. If not, on what basis do you dispute the views of experts in international law?

The University is aware of this view.

University Complaints

- 66.** How many complaints with regard to references to the Israel genocide have been received in:
 - a. 2023?
 - b. 2024?
 - c. 2025?

A matter can be opened in response to a complaint or where the University identifies conduct of concern by a member of the University community. Multiple matters may also be opened with respect to the same incident, if concerns are raised by more than one complainant.

Matters handled under the CA Policy are referred to above and not included in the figures below.

In relation to matters that referred to the conflict in the Middle East (not limited to those who referred to 'genocide'):

- a. 2023?
 - 50 matters were managed by Workplace Relations about the conduct of staff.
 - 46 matters were managed by the Student Affairs Unit about the conduct of students.
- b. 2024?
 - 97 matters were managed by Workplace Relations about the conduct of staff.
 - 133 matters were managed by the Student Affairs Unit about the conduct of students.
- c. 2025 to date?
 - 84 matters are being managed by Workplace Relations about the conduct of staff.
 - 16 matters were managed by the Student Affairs Unit about the conduct of students.

- 67.** Of complaints received with regard to references to the Israel genocide, how many resulted in disciplinary action in:
- 2023?
 - 2024?
 - 2025?

The figures below differentiate between those complaints that were addressed through a misconduct/concerns process, and those where further action was taken. This action may include formal 'disciplinary action' (as that term is defined in Discipline Rule and Enterprise Agreement) or other action such as guidance/counselling (which often does not involve a formal finding of 'misconduct'). As above, it is also important to note that more than one 'matter' may arise from the same incident.

Matters handled under the CA Policy are referred to above and not included in the figures below.

In relation to matters that referred to the conflict in the Middle East:

- 2023?
 - 22 complaints about staff conduct were addressed through a misconduct/concerns process. 11 of the 22 resulted further action being taken.
 - 5 student-related complaints were managed via a misconduct/concerns process. 5 resulted in further action being taken.
- 2024?
 - 42 complaints about staff conduct were addressed through a misconduct/concerns process. 24 of the 42 resulted in further action being taken.
 - 28 student-related complaints were addressed through a misconduct/concerns process. 27 resulted in further action being taken.
- 2025 to date?
 - 14 complaints about staff conduct were addressed through a misconduct/concerns process. None have resulted in disciplinary action to date.
 - 2 student-related complaints were addressed through a misconduct/concerns process. 2 resulted in further action being taken.

University Enrolments

68. How many students enrolled at your university identify as

- Palestinian?
- Israeli?
- Lebanese?

The University of Sydney does not collect this data.

Questions on behalf of the Opposition

69. Vice-Chancellor, I refer to reports from earlier this year that the University of Sydney were advertising for three positions to “indigenise and decolonise” the University curriculum. Can you explain what it means to “indigenise and decolonise” the curriculum? In straightforward language?

Please refer to evidence given in committee.

The Hon. RACHEL MERTON: If I could turn to Professor Annamarie Jagose, I refer to reports from earlier this year that the University of Sydney was advertising for three positions to "Indigenise" and "decolonise" the university curriculum. Can you explain what it means to Indigenise and decolonise the curriculum?

ANNAMARIE JAGOSE: ...Generally speaking, indigenising and decolonising curricula is usually associated with working to ensure that western parameters and traditions of knowledge are not the only viewpoints offered to students. To fairly randomly think of an example, you might imagine Indigenising a curriculum in, say, astronomy by including some traditional Indigenous understandings of constellations, for example, and talking about how that sits with more traditional European models of understanding.

70. Are prospective employers and students calling for the curriculum to be “decolonised”?
a. Where is the actual evidence for this? Please provide data and findings.

Please refer to evidence given in committee.

The Hon. RACHEL MERTON: Are prospective employers and students calling for the curriculum to be decolonised? What is the evidence before the university for this action?

ANNAMARIE JAGOSE: There are many instances in employment and elsewhere where high levels of cultural competency and diverse knowledge bases are respected, admired and sought by employers. Yes, I would say this is a contingent part of teaching. It's expected that our students will graduate with sophisticated, nuanced understandings of epistemological systems that they are learning.

71. As I understand were there 3 positions advertised for? What were those roles?
a. Have these roles been filled?
b. How much are they costing the University each year? What budget do these funds come from?
c. Were those roles available only for Torres Strait Islander candidates? And if so, why?

The University advertised two jobs in 2025:

- 1 Senior Education Designer, classified at HEO 7 Step 1 to 4 (\$108,557 to \$118,267)
- 1 Project Officer, classified at HEO 6 Step 1 to 4 (\$99,455 to \$107,216)

Both roles are designated for Aboriginal and Torres Strait Islander people under section 126 of the Anti-Discrimination Act 1977 (NSW).

The Senior Education Designer has commenced employment.
The Project Officer role has not yet been filled.

Both roles are 50% supported by an external donation, and 50% supported by the University.

72. Can you please inform me what it is about Sydney University (Australia's oldest university) and its curriculum that is so racist and objectionable that it needs to be "decolonised"?

Please refer to the following evidence given in committee.

The Hon. RACHEL MERTON: What is it about the University of Sydney, Australia's oldest university, and its curriculum that is so racist, concerning and objectionable that it needs to be decolonised?

ANNAMARIE JAGOSE: Perhaps I could untangle some of it. I don't think a commitment to Indigenisation suggests the prevalence of racist curricula. I don't think those two things go together at all. I'd like to very strongly uncouple those. As the oldest university in Australia, we have an absolute responsibility to think about what First Nations knowledges are and how we transmit those. This is our place of learning. It's a very important component of our students' training at the University of Sydney and, I dare say, at many other universities.

73. I understand that all universities are facing into Budget headwinds. I'm assuming Sydney University is no different?

Please refer to evidence given in committee.

The Hon. RACHEL MERTON: I understand that all universities are facing into budget headwinds. I'm assuming the University of Sydney is no different. How is this sort of expenditure—which, quite frankly, sounds like political activism—a good use of budget resources?

ANNAMARIE JAGOSE: I wouldn't describe this kind of position as activism. I think about it as quite consistent with our learning practices and many of the values of our graduate attributes.

The Hon. RACHEL MERTON: Isn't this another example of entrenching separatism in our oldest university at a time when we should be focusing on issues that unite us?

ANNAMARIE JAGOSE: I think you come to a really great point there. I think social cohesion has been a concern on many campuses over recent years. I don't see anything separatist, however, in aspects of curriculum Indigenisation. There's nothing that requires people to stand on opposite sides in relation to Indigenisation. It's a more rich, highly nuanced curriculum that we are offering our students.

74. Is this sort of expenditure, and this sort of what quite frankly sounds like political activism, a good use of Budget resources?

This program of work is supported by a specific philanthropic gift to build support for those areas seeking to include and recognise Indigenous knowledges in their curricula in culturally appropriate ways.

These roles have been designed to assist our educators by developing teaching resources about Indigenous knowledges and cultures.

The University has sought, through its Indigenous strategies, to drive an approach to a stronger, more inclusive University by supporting respectful ways to build resources for teaching and learning. This work contributes significantly to creating a sense of belonging and demonstrating visible leadership and respect for Aboriginal and Torres Strait Islander knowledges and cultures.

These positions are in line with the sector's national commitments through Universities Australia's current Indigenous strategy – by helping to locate and build content, including collaboration with Aboriginal and Torres Strait Islander communities, Elders and knowledge holders where appropriate.

75. I put it to you that isn't this another example of entrenching separatism in our oldest university at a time we should be focusing on issues that unite us?

Please refer to answer Q74.

76. If you want to tackle racism on campus, wouldn't it be better to use some of these funds to address the anti-Semitism that was on display at your University last year with the encampments you allowed to remain for months on end despite the impact on students and academics alike?

Please refer to answer to Q50.

Questions to all University Vice-Chancellors

77. Does your university have, or are you planning to have, a similar plan (as undertaken by Sydney University) to "indigenise and decolonise" your own University curriculum? And if so, what actions are being undertaken?

Please refer to answers to Q 69-76.

78. How many jobs have been cut from administrative staff over the last 12 months and 24 months respectively?

2024: Through change plans, 3 roles were declared redundant and 5 new positions created.

2025: Through change plans, 53 roles were declared redundant and 30 new positions created.

79. How many jobs have been cut from academic staff over the last 12 months and 24 months respectively?

2024: 1

2025: 0

80. How many courses have been cancelled at the beginning of the academic years, 2023, 2024 and 2025 respectively?

University has a robust academic governance process that regularly reviews curriculum and ensures changes are aligned with changing student, graduate, and industry needs.

28 courses were discontinued over the period from 1 January 2023 to 31 December 2024, while 17 new courses were introduced over this period.

81. How many courses have been cancelled mid academic year, 2023, 2024 and 2025?

- a. What impact has this had on students, including financial, emotional and social?

None.

The University reviews courses year-round and makes decisions regarding discontinuations through the annual cadence of committee meetings. Over the period noted, discontinuations took effect as of 1 January in each of the years listed.

No financial impact was identified for students resulting from course discontinuations over the period specified. The University develops transitional plans with academic governance oversight to ensure students are supported and we continue to meet our obligations to deliver a course to those students that have already commenced their studies.

82. How has the University measured or assessed the impact?

The University undertakes a thorough and consultative process to assess the potential impact and timing of any course discontinuation and implementation. Prior to any proposal being approved, the academic governance process ensures that commitments to students enrolled is assured and transitional plans developed.

83. How has the University assisted students, addressing financial, emotional and social impact and needs?

Please refer to answer to Q82.

84. Can you provide a list of courses at your university in 2025 that focus on Gender Studies, Race Studies, or critiques of Western colonisation, and what is their enrolment?

The University of Sydney offers a broad range of humanities subjects that may consider these themes including;

- | | |
|--|--|
| • American Studies | • Environmental, Agricultural and Resource Economics |
| • Ancient Greek | • European Studies |
| • Ancient History | • Film Studies |
| • Anthropology | • Financial Economics |
| • Arabic Language and Cultures | • French and Francophone Studies |
| • Archaeology | • Gender Studies |
| • Art History | • Germanic Studies |
| • Asian Studies | • Hebrew (modern) |
| • Chinese Studies | • History |
| • Criminology | • Indigenous Studies |
| • Cultural Studies | • Indonesian Studies |
| • Digital Cultures | • International and Comparative Literary Studies |
| • Econometrics | • International Relations |
| • Economics | • Italian Studies |
| • Economic Policy | • Japanese Studies |
| • Education Studies | |
| • English | |

- [Jewish Civilisation, Thought and Culture](#)
- [Korean Studies](#)
- [Latin](#)
- [Linguistics](#)
- [Media Studies](#)
- [Modern Greek Studies](#)
- [Music](#)
- [Philosophy](#)
- [Political Economy](#)
- [Politics](#)
- [Socio-legal Studies](#)
- [Sociology](#)
- [Spanish and Latin American Studies](#)
- [Theatre and Performance Studies](#)
- [Visual Arts](#)

Further information on subjects offered can be found in the [2025 Handbooks - The University of Sydney](#). Enrolment data is commercial-in-confidence.

85. How do you justify the inclusion of courses perceived as ‘woke’ in terms of their economic and social value to NSW?

Perceived ‘wokeness’ is not a measure by which we assess any of our course offerings. The University’s Academic Board rigorously considers a range of factors in assessing proposals to introduce new or amend existing award courses. The University of Sydney (Academic Board) Rule 2017 outlines the functions, constitution, meeting procedures and standing committees for the Academic Board.

The students and researchers engaged in the courses mentioned above have made significant contributions to the social, economic, cultural and political life in NSW and Australia and we have complete confidence that they will continue to do so in future.

86. What evidence do you have that graduates of these courses secure employment in roles that contribute to NSW’s economy?

Employment is one of many outcomes that we want our graduates to achieve. The [2024 Graduate Outcomes Survey National Report](#) (September 2025) indicates a 90.9% labour force participation rate for Humanities, culture and social sciences undergraduates nationally which indicates a strong pathway to employment for graduates.

87. Are there plans to review or adjust course offerings to prioritise disciplines with higher employment outcomes, given taxpayer funding?

Please refer to answer to Q 86.

88. Are there plans to review or adjust course offerings to meet identified skill shortages, given taxpayer funding?

National skills requirements are taken into consideration in regular reviews of the academic activities of the University.

Questions from Ms Abigail Boyd MLC

89. What skills matrix do you have in place for seeking members to your University Council/Senate/governing body?

A Matrix which tracks the skills, diversity and experience of members of Senate is maintained. This includes gender, Aboriginal or Torres Strait Islander, culturally and linguistically diverse, disability, corporate and academic governance experience. This Matrix is referred to when seeking new members of Senate.

90. Please provide an individual breakdown of the full-time student load cost for:

- a. Master of National Security Policy
- b. Master of Applied Cybernetics
- c. Master of Public Policy
- d. Master of Philosophy
- e. Bachelor of Music
- f. Bachelor of International Relations
- g. Master of Climate Change
- h. Bachelor of Science
- i. Bachelor of Psychology
- j. Doctor of Medicine and Surgery
- k. Bachelor of Economics
- l. Master of Statistics

The University offers no equivalent to the Master of National Security Policy or the Master of Applied Cybernetics.

For the full-time student load costs of the remaining degrees or their equivalents, refer to [here](#).

Accommodation

91. What accommodation is currently provided by the University?

- a. Of this, what student accommodation sites are priced below market value?

The University of Sydney currently provides exclusive student priority access to 3,577 accommodation beds through direct ownership and whole of building leasing arrangements, along with 2,011 beds in affiliated colleges. This brings the total capacity to 5,588 beds.

University of Sydney owned and operated student accommodation is priced at least 25% below market and often greater than this. For example, 2025 pricing for dormitory rooms starts at \$360 per week compared to an assessed local market rate of \$565 and equivalent Purpose Built Student Housing (PBSA) rooms from \$600 and up.

92. In the pricing of University-owned student accommodation, how does the university conduct market research to establish rental costs that are below market value?

Independent valuation is conducted annually, surveying comparable accommodation pricing to establish market rates for the majority of accommodation products.

Rental pricing is then set with a cap of no more than 75% of the market rate, with actual rents typically falling below this threshold. This approach reflects the University's commitment to affordability in response to the cost-of-living crisis and increasing student housing stress.

- 93.** Has the outsourcing of the day-to-day management of student accommodation to the company Unilodge had any impact on the prices of student accommodation?
- a. If yes, by how much?

No.

- 94.** Have the operating costs associated with running university owned accommodation increased since the outsourcing of day-to-day management to Unilodge?
- a. If yes, by how much?

Over the five-year period of Unilodge's management of the main campus accommodation portfolio, fixed operating costs, including salaries and planned maintenance, have increased below the Consumer Price Index (CPI).

- 95.** In 2021, the University of Sydney sold off \$70 million worth of property, a mix of office space and student housing. Why were these properties sold and not re-developed?
- a. What is the University of Sydney doing to provide affordable housing options for students?

The University undertakes a thorough evaluation of asset disposals, considering all viable options including redevelopment. Unfortunately, structural, heritage and planning constraints often limit redevelopment potential.

In 2021 assets were sold where they were no longer required, had reached end-of-life, or could not be feasibly redeveloped. Proceeds from these disposals were reinvested to support the strategic and operational needs of the University which includes developing a future student accommodation strategy and pipeline.

Since 2015, the University has invested \$220 million in developing new affordable student accommodation, delivering a significant increase in bed capacity. Plans are underway to develop an additional 2,000+ affordable student beds within the next 5 years, supporting access and equity for future cohorts.

- 96.** International house has been closed since the 31st of December 2020. Are there any ongoing plans to regarding-open or redevelop international houses to provide more accommodation options for students?
- a. If yes, when will this reopening or re-development take place?

The University continues to work with the International House Council to explore options that preserve an IH presence on campus.

Casual staff

- 97.** How many casual and fixed-term staff applied for conversion to ongoing positions in 2024, and how many applications were approved versus rejected?

Our data does not differentiate between requests for information about conversion and conversion applications. We have made 302 casual conversions from 380 case enquiries and conversion requests.

98. What is the total amount paid to casual and fixed-term staff in back-payments for underpayment of entitlements in each of the last three financial years?

- FY23 \$4.0M
- FY24 \$5.1M
- FY25 \$8.6M YTD

99. What percentage of the University's teaching load is currently delivered by:

- a. casual academic staff? 47.8%
- b. education focused staff? 10.0%
- c. teaching and research staff? 41.8%

100. How many casual staff by headcount are currently employed by the University of Sydney who worked over the course of 2024:

Casual staff form a critical component of the workforce at the University of Sydney, delivering lecturing, tutoring, marking and other temporary professional activities in support of our teaching and research. Casual academic staff make up the majority of casual staff at the University of Sydney and many of them are higher degree by research students, whose casual employment helps them meet living expenses while also developing important professional skills. Casual academic FTE calculations are made using government reporting rules based on teaching week.

- a. No hours? 6009
- b. Between 0 and 0.2 FTE? 3133
- c. Between 0.2 and 0.4 FTE? 1068
- d. Between 0.4 and 0.6 FTE? 557
- e. Between 0.6 and 0.8 FTE? 319
- f. Between 0.8 and 1.0 FTE? 187
- g. Greater than 1.0 FTE? 357

Change Management

101. How many formal change management processes has the University initiated since 2023, and how many staff positions were affected by each?

Between 2023 and the present, 19 change initiatives were launched, resulting in a total of 169 roles being made redundant. As a result of these change programs an additional 70 roles were created thus the net loss from structural change is 99 roles.

102. Has the University conducted any assessment of the mental health impacts of repeated restructuring on staff? If so, what were the findings?

The University has undertaken risk assessments in collaboration with HR to support change initiatives with significant people impacts.

The University is currently strengthening governance to ensure Health, Safety and Wellbeing (HSW) is engaged earlier in the planning process, enabling timely assessment and management of psychosocial risks.

Intellectual Freedom

103. Following the implementation of the Campus Access Policy, what specific measures are in place to protect academic freedom and freedom of expression?

The *University of Sydney Enterprise Agreement 2023-2026* contains provisions regarding the protection of intellectual freedom.

The Charter of Freedom of Speech and Academic Freedom also sets out the University's position regarding these matters.

104. Have any academic staff faced disciplinary action for their research, teaching, or public commentary?

a. If yes, on what grounds?

Yes. Individual disciplinary matters are confidential.

105. What processes exist for staff to raise concerns about potential restrictions on their academic freedom?

Complaints, enquiries or feedback can be made through the complaints portal or in accordance with University policies and procedures.

Research Connections

106. Can you provide a complete list of all research partnerships, collaborations, or funding arrangements the University has with Israeli institutions, including military or defence-related entities?

The University has no partnerships with any Israeli defence-related or military entities.

As an institution, we encourage global collaboration. Our researchers have excellent skills and expertise that can contribute to national, regional and global security in order to help make Australia and the world a safer place to live.

They have academic freedom to choose to work on these projects – and all our research must comply with relevant laws and government guidelines, and be conducted in line with our own policies and codes of conduct.

Teaching and research partnerships exist with University of Tel Aviv, the Hebrew University of Jerusalem, Tel Aviv Sourasky Medical Center, Technion Israel Institute of Technology, and The Sheba Medical Hospital.

107. What due diligence processes does the University follow when entering into research partnerships with foreign institutions or defence-related entities?

The University has extensive due diligence processes in place to ensure compliance with applicable laws and adherence to government guidelines. These are set out in the [International Collaboration Principles](#) and our [policies](#) which are followed prior to entering into arrangements with foreign institutions or defence related entities.

Screening procedures follow the guidance from the Department of Education Universities Foreign Interference Taskforce (UFIT) using internal risk assessment tools such as the 'know your partner and project tool' and the 'contract risk tool'. Identified risks for consideration are escalated to the Research Risk Advisory Committee for decision making.

108. Has the University received any funding from Israeli government agencies, defence contractors, or military-linked institutions in the past five years?
a. If yes, can you please provide the amounts and purposes?

No.

109. What is the University's policy regarding research that may have military applications, and how is this monitored?

University research is conducted with the highest regard for compliance with national laws, values, and the University mission.

The University adheres to Australia's obligations under international treaties and comply with applicable laws, including those related to human rights, sanctions, and defence trade control regulations. Researchers adhere to the Australian Code for the Responsible Conduct of Research, and we support the principles of academic freedom.

The University has due diligences processes in place to screen for potential dual or military end-use and compliance with applicable laws and the Universities Foreign Interference Taskforce guidelines, including ongoing monitoring of projects consistent with all project requirements and regulations.

Questions from Hon Dr Sarah Kaine MLC

110. How many casual and fixed-term staff applied for conversion to ongoing positions in 2024, and how many applications were approved versus rejected?

Please refer to answer to Q97.

111. What is the total amount paid to casual and fixed-term staff in back-payments for underpayment of entitlements in each of the last three financial years?

Please refer to answer to Q98.

112. What percentage of the University's teaching load is currently delivered by:
a. casual academic staff
b. education focused staff

- c. teaching and research staff

Please refer to answer to Q99.

113. How many casual staff by headcount are currently employed by the University of Sydney who worked over the course of 2024:

- a. No hours
- b. Between 0 and 0.2 FTE
- c. Between 0.2 and 0.4 FTE
- d. Between 0.4 and 0.6 FTE
- e. Between 0.6 and 0.8 FTE
- f. Between 0.8 and 1.0 FTE
- g. Greater than 1.0 FTE

Please refer to answer to Q100.

114. Following the implementation of the Campus Access Policy, what specific measures are in place to protect academic freedom and freedom of expression?

Please refer to answer to Q103.

115. Have any academic staff faced disciplinary action for their research, teaching, or public commentary? If so, on what grounds?

Please refer to answer to Q104.

116. What processes exist for staff to raise concerns about potential restrictions on their academic freedom?

Please refer to answer to Q105.

117. What due diligence processes does the University follow when entering into research partnerships with foreign institutions or defence-related entities?

Please refer to answer to Q107.

118. What is the University's policy regarding research that may have military applications, and how is this monitored?

Please refer to answer to Q109.

119. Can you provide a complete list of all research partnerships, collaborations, or funding arrangements the University has with Israeli institutions, including military or defence-related entities?

Please refer to answer to Q104.

120. Has the University received any funding from Israeli government agencies, defence contractors, or military-linked institutions in the past five years? If so, please provide amounts and purposes.

No

- 121.** Can you confirm how the Council makes decisions with respect to the remuneration of the VC and the Provost?
- How is the make-up of the Remuneration Committee determined?
 - What information is provided to the broader Council prior to them approving the VC and Provost's remuneration?
 - How much information about the decision-making process is publicly available?

In accordance with the University of Sydney Delegations of Authority Rule 2024, the Senate People and Culture Committee determines and advises Senate on the remuneration of the Vice-Chancellor and Provost

Under its Terms of Reference, the Senate People and Culture Committee is made up of:

- Chair - appointed by Senate from the Fellows of Senate;
- Ex-officio members, Chancellor and Vice-Chancellor
- Three Fellows of Senate appointed by the Nominations Committee
- Up to three external members with appropriate professional expertise and experience, appointed by the Nominations Committee on the recommendation of the Chair of the Committee

The Vice-Chancellor does not participate in meetings to review the Vice-Chancellor's remuneration.

- 122.** How is the remuneration for staff in the Chancellery determined?

Remuneration of staff is managed in line with established HR processes and frameworks, including relevant enterprise agreements and classification structures.

- 123.** Can you please provide clarity on the matters below relating to your University's Council/Senate/Board of Trustees?

- Is the agenda of your University's Council/Senate/Board of Trustees meetings publicly available?

The agenda is not publicly available.

- Are minutes taken at your University's Council/Senate/Board of Trustees meetings, and if yes who has access to those minutes, are they made publicly available?

Minutes are taken at Senate meetings and are only available to Senate Fellows including ex-officio Fellows and key executive personnel.

- If minutes are not made publicly available what is made publicly available as a record of the meeting? What format is it available in? N/A
 - Who prepares the publicly available record of the meeting?
 - What is the cost associated with preparing the publicly available record of the meeting?
 - Who approves the final public record of the meeting for release?

- d. How long after the meeting is the publicly available record released? Is this standardised? How are interested parties able to keep track of when reports are available? N/A
- e. What is the annual budgeted expenditure for the operation of your University's Council/Senate/Board of Trustees?
 - i. Are Council members provided any payments, allowances, or reimbursements for their membership on the Council, their attendance at Council meetings or their participation in Council activities?

Fellows of Senate are not provided any payments in respect of the participation of Senate activities. Reasonable travel to and from meetings and activities where required is arranged and paid including related costs such as meals for by the University. Meals are provided during the course of meetings for longer meetings. No other expenses are reimbursed or allowances given.

ENDS