

Government Response to the Special Commission of Inquiry into LGBTIQ Hate Crimes



The NSW Special Commission of Inquiry into Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) Hate Crimes was tasked with examining a sombre time in our State's history.

The NSW Government commends the efforts of the Inquiry, led by the Honourable Justice John Sackar (the Commissioner), and those who provided invaluable assistance to its important work.

The Inquiry was established to investigate unsolved suspected hate crime deaths of victims who were, or were presumed to be, members of LGBTIQ+ communities, in NSW between 1970 and 2010. Each one of these lives have always mattered. Yet too often, that was not reflected in the response from the NSW Government at the time, nor the broader community.

The final report of the Inquiry identified shortfalls in how NSW Government authorities responded to these deaths. It is unacceptable that investigations were not consistently handled with professionalism, fairness, respect, and compassion. For this, we apologise unreservedly to victims, survivors, loved ones, and LGBTIQ+ communities.

We acknowledge that in some instances NSW law enforcement and justice agencies have failed to adequately identify, investigate, and prosecute violent crimes that were, or may have been, motivated by bias based on sexual orientation and/or gender identity, and for that we are deeply sorry.

The Inquiry also heard of the deep hurt and betrayal that continues to be felt by LGBTIQ+ communities, and the legacy of distrust of government services enlisted with ensuring the safety and security of all citizens.

We offer a sincere and full apology.

There has been a tragic history of homophobic and transphobic hate, and sadly the need for such an Inquiry. Its establishment, however, is testament to the unshakable resolve of the loved ones of victims, along with survivors, service providers, and dedicated community advocates. To those who persisted - in the hope of finding truth and justice - thank you.

The NSW Government further extends its gratitude to all LGBTIQ+ communities and ally organisations who have led the response to homophobic and transphobic violence for several decades.

This Inquiry was a recommendation from a Parliamentary Committee, which commenced in 2018 and culminated in 2021. That Parliamentary Committee was established in response to a report and community-led review produced by ACON in 2018. We thank ACON for their ongoing efforts to bring attention to this violence; and we are grateful to every person and organisation who shared experiences and expertise with ACON, the Parliamentary Committee, and the Inquiry.

We are sorry that you have had to repeatedly recount these stories over the years. Please be assured that the NSW Government hears you. We are responding.

After carefully considering the almost 3,500-page report prepared by the Inquiry, the NSW Government can announce it supports all 19 of the Inquiry's public recommendations.

Implementation of some of these recommendations have already been completed. Action on other recommendations is underway or will be implemented following further planning or technological advances.

The NSW Police Force has established Taskforce Atlas to implement recommendations from the Inquiry. An LGBTIQ+ consultative committee has been established to work alongside Taskforce Atlas to ensure that we honour the recommendations in a manner that is trauma-informed and recognises the needs of different members of LGBTIQ+ communities. The NSW Government will also work alongside LGBTIQ+ community representatives to establish appropriate independent

oversight to ensure relevant agencies are held accountable for the ongoing implementation of recommendations.

We know that this work is significant and ongoing. Even after the extensive work of this Inquiry, many of the deaths that were examined remain unsolved. In accordance with the advice from Commissioner Sackar, a confidential volume of the Inquiry's Report has been provided to the NSW Police Force and the NSW Crime Commission to inform any current or future criminal investigations or prosecutions.

Hate-related violence continues to have a disproportionate and traumatic impact on LGBTIQ+ communities. We are committed to widespread and lasting change. The NSW Government will continue to listen, learn, and improve, in partnership with LGBTIQ+ communities.

The Premier has announced a new advisory council designed to improve understanding of issues affecting LGBTIQ+ people across the state. Fulfilling an election commitment, the LGBTIQ+ Advisory Council will provide a mechanism for ongoing community consultation and contribute to the development of a NSW Government LGBTIQ+ Inclusion Strategy.

The advisory council will provide ongoing advice to the NSW Government as it delivers on a range of initiatives and commitments designed to promote equality and inclusion for LGBTIQ+ communities.

The NSW Government is also establishing a cross-portfolio committee on LGBTIQ+ issues, bringing together senior officials to better coordinate efforts across government. The committee will work with the advisory council to develop a whole of government LGBTIQ+ Inclusion Strategy.

The NSW Government notes the range of additional observations provided by the Inquiry that are not captured in the formal recommendations. This information has been referred to relevant NSW Government agencies and will also be provided to the advisory council and cross-portfolio committee later this year, for further consideration and action as appropriate.

In June 2024, the NSW Government took the long overdue step of apologising for the historic criminalisation of homosexuality in NSW. Until 1984, many members of the LGBTIQ+ community were charged and sentenced under bigoted laws. For this too, we are sorry.

We know that these apologies will not remedy the discrimination of the past. We offer our assurance that we will not repeat these failings.

The NSW Government will honour the victims and victim-survivors whose pain has been captured by the Inquiry, through the determined and meaningful implementation of all recommendations.

Government Response to the Special Commission of Inquiry into LGBTIQ Hate Crimes



Recommendations	
1. The Commissioner of the NSW Police Force (NSWPF) or a serving police officer make an application for a fresh inquest, in relation to the deaths of the following persons, having regard to the evidence considered by the Inquiry and the findings and conclusions made in relation to manner and cause of death: 1. Scott Miller 2. Paul Rath 3. Richard Slater 4. Carl Stockton	Supported. NSWPF has commenced work on this recommendation. A Detective Chief Inspector from the Unsolved Homicide Team (UHT) has been assigned to work at the Coroner's Support Unit, to review the relevant materials to prepare applications for the Coroner. The application process is expected to be completed in 2024. Pursuant to s 83(5) of the <i>Coroners Act 2009</i> (NSW), while NSWPF can make an application, the decision as to whether to hold or reopen an inquest is ultimately one for the Coroner.
2. Births, Deaths and Marriages correct the Register of Births, Deaths and Marriages pursuant to s. 45(1)(b) of the Births, Deaths and Marriages Registration Act 1995, as follows in relation to the below deaths considered by the Inquiry: 1. Peter Sheil such that Mr Sheil's cause of death is recorded as: "cervical spine injuries sustained in a fall". 2. Russell Payne such that Mr Payne's cause of death is recorded as: "septicaemia secondary to Fournier's gangrene, precipitated by a urethral foreign body". 3. Graham William Paynter such that Mr Paynter's cause of death is recorded as: "multiple injuries sustained in a fall from a height in the setting of alcohol intoxication". 4. Samantha Raye such that Ms Raye's: a. Date of death is recorded as "unknown date between 12 and 20 March 1989";	Supported and completed. The Register of Births, Deaths and Marriages has been corrected, pursuant to s.45(1)(b) of the <i>Births, Deaths and Marriages Registration Act 1995</i> (NSW), in relation to these deaths.

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	b. Cause of death is recorded as “hypoglycaemic brain injury secondary to insulin toxicity, caused by the self-administration of insulin”; and c. The phrase “transexual depression” be removed from the cause of death. 5. Peter Baumann such that Mr Baumann’s date of death is recorded as “on or after 27 October 1983”.	
3.	NSWPF consider a reinvestigation into the death of Gerald Cuthbert upon receipt of a response from the Federal Bureau of Investigation of the United States of America as to the results of any NCIS search.	Supported. NSWPF is currently liaising with the Federal Bureau of Investigation (FBI) of the United States of America regarding the matter of Mr Cuthbert. NSWPF will consider a reinvestigation into the death of Mr Cuthbert upon receipt of a response from the FBI as to the results of any Naval Criminal Investigative Service (NCIS) search.
4.	NSWPF: a. Regularly monitor all DNA databases available to them with a view to identifying a match to the profile of “Unknown Male B”, whose DNA was located in 2023, at the direction of the Inquiry, from the hair found on Crispin Dye’s shirt; and b. Ensure that the white card (located during the course of the Inquiry) is kept securely as an exhibit in the event that technological developments can assist in determining whether the bloodstained mark is a fingerprint.	Supported and completed. a. NSWPF will continue to monitor all available DNA databases with a view to identifying a match to the profile of “Unknown Male B”, whose DNA was located in 2023, at the direction of the Inquiry, from the hair found on Mr Dye’s shirt. b. NSWPF has ensured that the white card (located during the Inquiry) is kept securely as an exhibit in the event that technological developments can assist in determining whether the bloodstained mark is a fingerprint.
5.	NSW Forensic and Analytical Science Service (NSW FASS) takes steps [in relation to the death of Kenneth Brennan] to: a. Enhance the “Unknown Male B”, “Unknown Male C”, and “Unknown Male D” profiles, should technological developments occur in the future that indicate a prospect of such enhancement; and b. Run the “Unknown Male B”, “Unknown Male C”, and “Unknown Male D” profiles against state and national DNA databases on a	Supported. a. Recommendation 5.a is supported, subject to technological developments occurring and being implemented; and sufficient residual samples being available for suitable testing. NSWPF is replacing the Exhibits Forensic Information and Miscellaneous Property System with the Forensic Register. Case management enhancements within the Forensic Register are scheduled for release in May 2025. This will enable NSWPF to regularly review unsolved homicide exhibits against new technology capabilities as they become available. This will allow for a more proactive approach to exhibit re-examination and apply contemporary capabilities to unsolved homicides.

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	regular basis, so that the NSWPF will be notified in the event that there is an individual or familial match with the profiles. b. This is current routine practice by NSW FASS and NSWPF. NSW FASS is already authorised to access the NSW and National DNA database and runs profiles regularly as part of existing processes. NSWPF is notified in the event that there is an individual or familial match with the sampled profiles.
6.	NSWPF take steps, including by DNA analysis, to eliminate suspects who may have been prematurely excluded from the investigation [in relation to the death of Kenneth Brennan]. Supported. NSWPF has commenced taking steps, including by DNA analysis, to reconsider suspects who may have been excluded from the investigation of Mr Brennan's death.
7.	NSW FASS take steps [in relation to the death of Anthony Cawsey] to: a. Further enhance the profiles of "Unknown Male A", "Unknown Male B" and "Unknown Male C", should technological developments occur in the future that indicate a prospect of such enhancement; and b. Run the unidentified profiles against state and national DNA databases on a regular basis, so that the NSWPF will be notified in the event that there is an individual or familial match with any profile. Supported. a. Recommendation 7.a is supported, subject to technological developments occurring and being implemented; and sufficient residual samples being available for suitable testing. NSWPF is replacing the Exhibits Forensic Information and Miscellaneous Property System with the Forensic Register. Case management enhancements within the Forensic Register are scheduled for release in May 2025. This will enable NSWPF to regularly review unsolved homicide exhibits against new technology capabilities as they become available. This will allow for a more proactive approach to exhibit re-examination and apply contemporary capabilities to unsolved homicides. b. Recommendation 7.b is supported. This is current routine practice by NSW FASS and NSWPF. NSW FASS is already authorised to access the NSW and National DNA database and runs profiles regularly as part of existing processes. NSWPF is notified in the event that there is an individual or familial match with the sampled profiles.
8.	Additional mandatory and ongoing training be provided to NSWPF officers concerning the LGBTIQ community, including but not limited to training on the following topics: a. The indicia of LGBTIQ bias crime and the circumstances in which an officer should engage with the NSWPF Engagement and Hate Crime Unit; b. The importance of cultural awareness and the use of appropriate and inclusive language; Supported. NSWPF supports providing additional mandatory and ongoing training to NSWPF officers concerning the LGBTIQ community including on: a. The indicia of LGBTIQ bias crime and the circumstances in which an officer should engage with the NSWPF Engagement and Hate Crime Unit; b. The importance of cultural awareness and the use of appropriate and inclusive language; c. Trauma-informed communication and engagement with partners, families, friends and loved ones of victims in the specific context of the LGBTIQ community; and

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c. Trauma-informed communication and engagement with partners, families, friends and loved ones of victims in the specific context of the LGBTIQ community; and d. The role of conscious and unconscious bias and the potential impact of bias on investigations. Any such program should be developed with input from LGBTIQ representatives and organisations, and consideration should be given to whether better outcomes could be achieved through an in-person format, and by having this education delivered by an LGBTIQ organisation external to the NSWPF.	d. The role of conscious and unconscious bias and the potential impact of bias on investigations. NSWPF notes that similar training was developed and delivered for Sydney World Pride in 2023, and that NSWPF has an existing Hate Crimes Awareness module on its training platform. NSWPF has established an internal working group within Taskforce Atlas, to consider this recommendation in detail. The internal working group has been established and will guide the development of the recommended mandatory and ongoing training packages. This will include consideration of design and content, and training delivery options including timing, mode, and presenters. These education and training activities will be outlined in the new NSWPF <i>Inclusion, Diversity and Belonging Strategy</i>, to be released in 2024. NSWPF agrees that any such program should be developed with input of LGBTIQ representatives and organisations. NSWPF is establishing the LGBTIQ Consultative Committee for this purpose. After recommendations have been implemented, the Committee will supplant the existing LGBTI Stakeholder Group working with community.
9. NSW Government give consideration to amending the State Records Act 1998 to clarify the application of that Act to exhibits held by the NSWPF.	Supported. The Department of Communities and Justice is considering issues raised in the Report to determine whether any legislative clarification or amendment is required to improve exhibit management.
10. NSWPF conduct a systematic review or audit of all unsolved homicides pertaining to the period 1970 to 2010, including an audit of what exhibits have been retained in relation to each death and their current location. That review should result in appropriately and accurately recorded information about each matter so that there is a real prospect of all matters being reviewed thereafter on a regular basis, every two years. This may require the scope of such future reviews to be limited in an appropriate manner to ensure regularity.	Supported. The number of all unsolved homicides pertaining to the period 1970 and 2010 is significant. NSWPF has established a working group through Taskforce Atlas to develop a process for conducting the recommended systematic audit of these cases. An initial scoping audit was completed in May 2024. The working group is now developing a process for conducting the recommended full audit of these cases, including the scope, methodology, and criteria. This process will inform the resources required for implementation of this recommendation and Recommendation 11, and timeframes for completion. NSWPF will launch a Strike Force to commence the full audit. NSWPF also commenced an exhibit audit for unsolved homicides in April 2024, which remains in progress.

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11.	Following the review in Recommendation 10, the Unsolved Homicide Team promptly identify exhibits that should be submitted or resubmitted for forensic testing in light of possible technological advances. This process should recur as part of the two yearly review in each matter referred to in Recommendation 10.	Supported. NSWPF has established an Unsolved Exhibits Working Group to assist with this task and is developing a new Homicide Investigation Monitoring System to support this process. It is expected the Homicide Investigation Monitoring System will be delivered in the 2025. Should the audit in Recommendation 10 result in significant identification of additional exhibits, NSWPF would be required to: • review the existing forensic case file; • review all associated exhibits and sample holdings; • conduct an assessment of testing and examination capabilities; and • attend unsolved homicide reviews. NSW FASS would also necessarily be required to review cases extensively. This would include the review of corresponding case files, identifying exhibit and/or sample holdings, assessing testing capabilities, and attending unsolved homicide reviews.
12.	Within three months of the publication of this Report, the NSWPF provide a public update as to the implementation of Recommendations 10 and 11 and the anticipated timeframe for the completion of Recommendations 10 and 11.	Supported and completed. The Minister for Police and Counter-terrorism released the following statement on 19 March 2024 to provide a public update as to the implementation of Recommendations 10 and 11: <i>“In relation to Public Recommendation 10, the NSWPF has established a working group through Taskforce Atlas to develop a process for conducting the recommended systematic review or audit of all unsolved homicides pertaining to the period 1970 to 2010, including the methodology, criteria and required resourcing for the audit or review. This process requires careful consideration and will inform the anticipated timeframes for completion.</i> <i>This process will also inform anticipated timeframes for the completion of Public Recommendation 11 in relation to identifying exhibits to be submitted or resubmitted for forensic testing in the light of possible technological advancements following the audit / review process outlined in Public Recommendation 10.”</i>
13.	a. As part of the review in Recommendation 10 the Unsolved Homicide Team tracking file (or equivalent document or	Supported.

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	database) should be updated so that it records information relevant to whether there is reason to suspect that a death may be a hate or bias crime. b. And an equivalent record be maintained in respect of missing persons on the Long-Term Missing Persons Register.	NSWPF supports recording information relevant to whether there is reason to suspect that a death may be a LGBTIQ hate or bias crime. a. NSWPF is developing an online database system, referred as the 'Homicide Investigation Monitoring System' (HIMS), which will replace the tracking file to monitor, assess, track and prioritise homicides and suspicious disappearances, and capture information regarding whether there is reason to suspect that a death may be a hate or bias crime. b. Further consideration is needed in relation to how this recommendation is implemented. NSWPF considers that the intended outcome of this recommendation may be achieved through alternative, more efficient mechanisms such as through adding an associated factor check in the Computerised Operational Policing Systems (COPS) missing person event for any information that would suggest the person is missing as a result of a hate or bias incident, as defined by the NSWPF Hate Crime Guidelines. This would allow automatic updates of the Missing Persons database.
14.	NSW FASS and the NSWPF be adequately resourced to implement Recommendations 10 to 12.	Supported. The resourcing impact to implement Recommendations 10 and 11 is currently unknown and will be determined following initial audits and reviews currently in progress. Once implementation requirements are determined, NSWPF and NSW FASS will seek resourcing to implement these recommendations through established budget processes.
15.	A review of the practices, procedures, and resourcing of the UHT, including any issues with those practices, procedures and resourcing considered by the Inquiry, with a view to determining the most appropriate and effective practices, procedures and resourcing to give effect to the Charter of the UHT and the management of the investigation of unsolved homicides within NSW. This should address at least the following matters (without intending to limit the scope of the review): a. Continuing education of officers in the UHT, including in relation to advances in forensic technology and related science, recognising that training or education conducted years earlier may become stale or may lead to lack of appreciation of the potential significance of scientific or technological advances;	Supported. NSWPF has commenced a review of the practices, procedures, and resourcing of the UHT, including related issues considered by the Inquiry. NSWPF will use the outcomes of this review to give effect to the Charter of the UHT and strengthen the management of the investigation of unsolved homicides within NSW.

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b. The interaction between the EHCU and the UHT, including ongoing education as to bias crimes and ensuring that UHT officers are aware that the EHCU should be contacted in appropriate cases; c. Inclusion in the UHT tracking file, or equivalent document or database, of information relevant to whether there is reason to suspect that a death may be a hate or bias crime; d. Regular review of unsolved homicides, including forensic testing of exhibits, in line with Recommendations 10 and 11; e. Accurate and thorough recording of information in the UHT tracking file, or equivalent document or database, together with careful and comprehensive document management and record-keeping in respect of unsolved homicides, including in relation to reviews of cases and the location of exhibits. In this recommendation, by “review” I mean to include any procedure in the nature of screening, triage or review of cases; f. The appropriateness of the UHT having categories of case (such as “undetected” or “undetermined”) which receive a different priority for review or investigation and, if such categories are used, the rational basis on which the cases are categorised; g. Ensuring that Coroners and families or next of kin are fully informed as to the prioritisation of cases within the UHT, including any categories of case which receive a different priority for review or investigation, and whether particular kinds of finding following an inquest (such as an open finding) will affect the priority with which cases are reviewed or investigated by the UHT; h. Ensuring that the actual practices of the UHT reflect the policies and procedures (and vice versa), including in relation to whether witnesses should be contacted at particular stages of any review or investigation; i. Periodic assessment of all review procedures within the UHT to ensure that they are achieving an appropriate balance between	

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the time taken for each step in a review procedure and the level of depth or detail involved in such steps; j. Clear time frames for relevant stages or review or investigation, and appropriate supervision, to ensure that delays are not caused by particular officers not having capacity to undertake certain tasks but failing to report this to their superiors; k. The timely implementation of any recommendations made following reviews as to investigative steps that should be taken in particular cases, and maintenance of reliable records as to when such recommendations are implemented or, if they are not implemented, the reasons for not implementing any such recommendations; l. Instructions to all Police Area Commands to inform the UHT if they are aware or become aware of any information that provides grounds to suspect that a death or missing person may be a homicide, including in circumstances where there has been a different finding by a Coroner or a decision by a Coroner to dispense with an inquest; m. Contact with families and next of kin, including frequency of contact and appropriate provision of information about the progress of cases within the UHT; and n. Allocation of adequate resources to the UHT and effective use of those resources within the UHT.	
16. NSWPF to utilise Forensic Investigative Genetic Genealogy and any available public DNA databases for the purpose of the identification of contributors to unidentified DNA profiles in all unsolved homicide deaths in NSW where such a profile is available, and this process has not yet been undertaken. Without limiting this Recommendation or Recommendation 11, I specifically recommend that this process be utilised in relation to the following unidentified DNA profiles within 12 months of the publication of this Report:	Supported. NSWPF established its Forensic Investigative Genetic Genealogy (FIGG) capability, with a strong policy and standard operating framework, signed off for operational use by the NSWPF Commissioner in March 2023. NSWPF FIGG policy outlines governance and case selection processes. NSWPF currently utilises FIGG across the two approved public databases with law enforcement opt in (Family Tree DNA and GedMatch Pro) to support unsolved homicide, unidentified human remains and other serious major crime investigations. NSWPF FIGG

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a. The “Unknown Male B”, “Unknown Male C”, and “Unknown Male D” profiles obtained in relation to the death of Kenneth Brennan; b. The “Unknown Male A”, “Unknown Male B” and “Unknown Male C” profiles obtained in relation to the death of Anthony Cawsey; and c. The “Unknown Male B” profile obtained in relation to the death of Crispin Dye.	experts will continue to be represented on all relevant forensic and Unsolved Homicide Team reviews. Recommendation 16 requests that FIGG is applied to all unsolved homicide investigations where there is an unidentified DNA profile on the National Criminal Investigation DNA Database. The application of FIGG is limited to those cases where there is a suitable DNA sample available for FIGG to be applied, in addition to an unidentified DNA profile, thereby limiting the applicability of FIGG. Research is underway to improve FIGG for use in complex scenarios including mixed DNA samples. This will provide more opportunities for unidentified DNA profiles including those identified through the SCOI. NSWPF and NSW FASS have reviewed the cases of Mr Brennan, Mr Cawsey and Mr Dye for FIGG suitability.
17. If the UHT, upon reviewing a matter, reaches a conclusion that is contrary to prior findings of a Coroner, then the NSWPF or a serving police officer must make an application for a fresh inquest and notify the family or next of kin of the deceased person.	Supported and completed. The NSWPF notes this recommendation is already the practice of the UHT. The NSWPF confirms that after reviewing the cases examined by the Inquiry, if the UHT reaches a conclusion contrary to the Coroner’s findings then the NSWPF or a serving police officer will make an application. Pursuant to s 83(5) of the <i>Coroners Act 2009</i> (NSW), while NSWPF can make an application, the decision as to whether to hold or reopen an inquest is ultimately one for the Coroner.
18. NSWPF take appropriate steps to ensure its investigating officers, particularly those within the UHT, are aware of the assistance that can be provided by the EHCU in connection to potential hate and bias crimes.	Supported. NSWPF is taking appropriate steps to ensure its investigating officers, particularly those within the UHT, are aware of the assistance that can be provided by the Engagement and Hate Crime Unit (EHCU) in connection to potential hate and bias crimes.
19. Further to Recommendation 15(b), the NSWPF engage an appropriately qualified expert or experts, for the purposes of: a. Ensuring that the NSWPF practices in the area of bias crimes are aligned with international best practice as identified by reference to the practices of other police forces (both national and	Supported. NSWPF has undertaken steps to progress the NSWPF’s hate crime capability. It is recognised that much more needs to be achieved. This is reflected in the planning of the Engagement and Hate Crime Unit. The goal is to embed cultural awareness with all NSW police employees of hate crime, including an understanding of what hate speech or

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international) recognised as leaders in this field. The report of Professor Asquith, discussed in Chapter 13, refers to some of these practices which the NSWPF could consider; b. Considering alternative systems of early identification of bias crimes developed since the introduction of the 2015 SOPs and the 2016 BCIF, noting that Recommendation 3 of the Parrabell Report remains unaddressed to date; and c. Considering whether the present arrangement, whereby the Hate Crimes Coordinator is organisationally located within the EHCU, are appropriate or whether the NSWPF Hate Crimes Capability should be a stand-alone unit, resourced as such.	actions can look like (including online) and the potential for this to escalate to physical violence. This change in police cultural practice in identifying and reporting hate-related incidents, together with work undertaken to work with communities to encourage reporting, has resulted in increased engagement and reporting. In March 2022, the Engagement and Hate Crime Unit released new Hate Crime training packages (one online and one face to face). It also delivered more than 70 presentations face to face in 2023 to Police Area Commands, Police Regions, Gay and Lesbian Liaison Officers, Local Government Areas, Principal's Forums and Community Groups, and other Government agencies to raise awareness of hate crime and hate related incidents, to encourage reporting, and to explain the reporting process. This is priority work for the Unit and is ongoing. The Counter Terrorism and Special Tactics Command has also prioritised development of a hate crime academic program aimed at police, which will be delivered by a university. a. NSWPF has engaged, and is continuing to engage with, suitably qualified experts in the area of bias crimes. Comments made in Professor Asquith's report regarding indicators used during Strike Force Parrabell, and the indicators included in the NSWPF 2015 Standard Operating Procedures (SOPs), have been noted. b. The NSWPF developed the Hate Crime Guidelines in April 2022, following a fulsome review of the 2015 SOPs. These Guidelines were developed following research and collaboration with the Victorian Police Force, Tasmanian Police Force and New Zealand Police Force, and consideration of current policy and practice from numerous international countries. Five academics from Australia, the USA and the UK also reviewed the NSWPF Hate Crime Guidelines. c. NSWPF will consider how to further implement this recommendation under Taskforce Atlas.