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Registry: NEW SOUTH WALES REGISTRY - FEDERAL COURT OF AUSTRALIA



Sia Lagos

Registrar

Important Information

This Notice has been inserted as the first page of the document which has been accepted for electronic filing. It is now taken to be part of that document for the purposes of the proceeding in the Court and contains important information for all parties to that proceeding. It must be included in the document served on each of those parties.

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NOTICE OF FILING

Details of Filing

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Form 59
Rule 29.02(1)

Affidavit

No. 189 of 2024

Federal Court of Australia
District Registry: New South Wales Registry
Division: Fair Work

ANTOINETTE LATTOUF

Applicant

AUSTRALIAN BROADCASTING CORPORATION

Respondent

Affidavit of: **David Newton Anderson**
Address: 700 Harris Street, Ultimo NSW 2007
Occupation: Managing Director, Australian Broadcasting Corporation
Date: 14 October 2024

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1	Affidavit of David Newton Anderson affirmed on 14 October 2024	1 – 104	1 – 25
2	Exhibit "DA-01"		

I, David Newton Anderson, at Sydney, New South Wales, affirm:

- I am the Managing Director, Australian Broadcasting Corporation (**ABC**) and I am authorised to make this affidavit on the Respondent's behalf.

Filed on behalf of (name & role of party) Australian Broadcasting Corporation, the Respondent
Prepared by (name of person/lawyer) Ben Glenn Dudley
Law firm (if applicable) Seyfarth Shaw Australia
Tel (02) 8256 0413 Fax _____
Email bdudley@seyfarth.com
Address for service Level 40, Governor Phillip Tower, 1 Farrer Place, SYDNEY NSW 2000
(include state and postcode)

[Version 3 form approved 02/05/2019]

2. I make this statement based on my own direct observations and knowledge, save for where I say otherwise. Where I depose to matters based on information provided to me, I identify the source of that information and otherwise believe such information to be true and correct, based on the source of the information, the source's role and the circumstances in which it was provided to me.
3. Exhibited and marked "**DA-01**" is a bundle of documents behind numbered tabs. In making this affidavit, I have in front of me and have had regard to **Exhibit DA-01**.

Conversations

4. Where I state words that I have spoken or heard, I will do so setting out the substance or gist of those words to the best of my recollection.

Emails

5. I will set out the time and date stamped on emails that I have received. I read and considered each of those emails. It is my usual practice to read emails that I receive shortly after receiving them. I cannot now remember precisely when I read any of the received emails to which I will refer, but I cannot remember any reason why I would not have followed my usual practice in relation to each such email.
6. I will also set out the time and date stamped on emails that I sent. I wrote each of those emails. It is my usual practice to send emails shortly after I finish writing them. I cannot now remember precisely when I wrote any of the sent emails to which I will refer, but I cannot remember any reason why I would not have followed my usual practice in relation to each such email.
7. Where I refer to the content of emails that I received or sent, I will do so setting out my understanding of what was said in those emails as at the time when I read or wrote them.

Text messages

8. I will set out the time and date recorded on my phone of text messages that I received. I read and considered each of those text messages. It is my usual practice to read text messages that I receive shortly after receiving them. I cannot now remember precisely when I read any of the received text messages to which I will refer (unless stated otherwise), but I cannot remember any reason why I would not have followed my usual practice in relation to each such text message.



9. I will also set out the time and date recorded in relation to text messages that I sent. I wrote each of those text messages. It is my usual practice to send text messages shortly after I finish writing them. I cannot now remember precisely when I wrote any of the sent text messages to which I will refer (unless stated otherwise), but I cannot remember any reason why I would not have followed my usual practice in relation to each such text message.

MY ROLE AT THE ABC

10. I have held the position of Managing Director of the ABC since September 2018. This includes a period prior to my official appointment in May 2019.
11. The ABC has provided me with an email address, anderson.david.n@abc.net.au, which I personally use for work-related correspondence.
12. I do not have direct access to the email address managingdirectorsoffice@abc.net.au. That email address is managed by my team, which for the time period between mid 2023 until April 2024, included Michael Rippon, Chief of Staff to the Managing Director, Ms Joanne Sanders, Executive Assistant to the Managing Director, and Ms Emma Burnett, Executive Assistant to the Managing Director's Office.

MY EXPERIENCE AND QUALIFICATION

13. I have more than 30 years' experience in the broadcast television and media industry.
14. I first started at the ABC in 1989 and prior to being appointed at Managing Director I held several senior management roles in the organisation including:
- (a) Director, Corporate Strategy & Planning from July 2014 to March 2017;
 - (b) Director, Digital Network from September 2016 to March 2017;
 - (c) Director of Television from March 2017 to February 2018; and
 - (d) Director, Entertainment & Specialist from February 2018 to September 2018.

THE ABC'S OBLIGATIONS

15. The ABC is a corporation established by statutory instrument of the *Australian Broadcasting Corporation Act (1983)* (**ABC Act**). Contained within the ABC Act is the ABC Charter, which prescribes the ongoing functions and responsibilities of the ABC.



Independence

16. Independence is enshrined as a foundational principle in the ABC Charter, and is set out in, and supported by, the ABC Act. To protect the ABC's independence, the ABC is a self-regulating entity, primarily accountable to the ABC Board. It is the duty of the ABC Board to "maintain the independence and integrity" of the ABC.
17. Under the ABC Act, the Board of the ABC has a duty to:
- '... ensure that the gathering and presentation by the Corporation of news and information is accurate and impartial according to the recognized standards of objective journalism.'*
18. The ABC's Editorial Policies lay down what I regard as inviolable standards, two of which are to:
- '[g]ather and present news and information with due impartiality', and*
- '[d]o not unduly favour one perspective over another.'*
19. The Editorial Policies introduce the concept of impartiality by saying:
- 'Impartiality is a fundamental standard to the ABC. It is central to its public service purpose and to its reputation as a credible and trustworthy broadcaster. Audiences expect the ABC to provide accurate, fair and unbiased information and a wide range of perspectives to help them to make up their own minds on contentious or controversial issues...The ABC's requirement for impartiality is defined in the statutory obligation in the ABC Act to gather and present news and information that is 'accurate and impartial according to the recognized standards of objective journalism'...The ABC standards require that all news and information is duly impartial.'*
20. The Editorial Policies continue:
- 'The highest level of impartiality is required of news and current affairs content in relation to controversial and/or significant matters of public debate.'*
21. Pursuing impartiality can lead to strong criticism of the ABC, often by groups or individuals who want the ABC to take a specific stance or 'take a side' on matters in a manner that aligns with their honest beliefs and values. In relation to the reporting of news on conflicts which are of great public significance and that can personally affect

RAW

thousands of people, it is not uncommon for the ABC to receive contrasting criticism on the same pieces of reporting from all 'sides', with all arguing the ABC unduly favoured another in its reporting.

22. Given impartiality is enshrined in the ABC Act, there is no room to then choose whether or not the ABC is to be impartial, or an advocate for one side. The ABC must be impartial in accordance with recognised standards of objective journalism. That objectivity requires ABC journalists to set aside personal views, and is assisted by editorial policies, guidelines, and rigorous prepublication processes.

23. The Editorial Policies say of the concept of contentiousness:

'A story or issue should be regarded as contentious if it involves disputes over conflicting values, facts, policies, reputations, and interests. They can often be characterised by public debate; polarised views and evidence of high emotion; and contradictory evidence.'

My approach to questions of independence and integrity

24. I consider that I have no higher responsibility in my position as Managing Director than to protect and maintain the ABC's independence and integrity, and to ensure that it is, and is seen by the Australian people to be, impartial.

25. The discharge of that responsibility was the governing consideration in my mind in relation to every decision and action that I took in relation to the events that are the subject of this affidavit.

26. In my view, impartiality on the part of the ABC requires that it both be impartial, and be seen by the Australian public to be so. If the conduct of a person who is reporting or presenting on the ABC is reasonably perceived not to be impartial, particularly in relation to a contentious issue, then that undermines the ABC's independence and integrity.

MS LATTOUF

27. I do not personally know Ms Antoinette Lattouf, nor have I met her or spoken to her. To the best of my recollection, prior to 18 December 2023, I had heard of Ms Lattouf's name in association with the organisation Media Diversity Australia, and an appearance on the ABC television program Q+A as a guest.



28. Prior to 18 December 2023, I was not aware of Ms Lattouf's prior work for the ABC or her social media presence.
29. Before Monday, 18 December 2023, I was not aware that Ms Lattouf was being, and had been, engaged as fill-in host for Sarah Macdonald on *Sydney Mornings* during holiday programming for December 2023. It is not usual for me to be informed of the identity of temporary fill-in hosts on radio stations operated by the ABC.

MONDAY, 18 DECEMBER 2023

30. On Monday, 18 December 2023, I received several emails containing complaints in relation to Ms Lattouf's engagement by the ABC. Some of the emails were sent to my email address directly, and some were sent to my email address and the email address of the ABC Board.
31. I became aware of at least some of these emails when I looked at my inbox on the afternoon of Monday, 18 December 2023.
32. I reviewed the contents of some, but not all, of the emails. I formed the impression that they were complaints from members of the public about the fact that Ms Lattouf had been engaged to present on ABC Radio. My impression was that the focus of the complaints was that Ms Lattouf should not have been put in that role because her activities outside the ABC was perceived by complainants to indicate that she was not impartial in relation to the Israel-Gaza conflict.
33. At the time, and throughout the events that are the subject of this affidavit, I regarded issues pertaining to the Israel-Gaza conflict to be highly contentious. My view was that a high degree of actual and perceived impartiality in relation to those issues on the part of the ABC was of critical importance to the ABC.
34. At 1.35 pm and 1.36 pm on Monday, 18 December 2023, I sent three emails to Justin Stevens (Director of News) and Chris Oliver-Taylor (Chief Content Officer), forwarding three of complaints that the ABC had received from members of the public regarding Ms Lattouf hosting the *Mornings* show on ABC Radio Sydney. Those emails are in **Exhibit DA-01 at Tab 1, Tab 2 and Tab 3** respectively.
35. I did not, and do not now, know the persons who apparently sent those emails referred to at paragraph [34]. These three emails were chosen as examples from the group of complaints that the ABC had received at this time in relation to Ms Lattouf.



36. I did not see all emails of complaint in my inbox. This is because my office had identified that the volume and type of complaint was a complaint campaign and moved any incoming campaign emails to a folder outside of my inbox. This email management assists, at least on the email side of things, to keep focus upon the operational aspects of the ABC that I need to be across.
37. My reason for sending the emails referred to in paragraph [34] was to initiate enquiries into the complaints. At that time, I had no knowledge about Ms Lattouf's engagement with the ABC, and no information with which to formulate or evaluate a response to the complaints.
38. At 1.40 pm, Mr Oliver-Taylor responded to me by an email a copy of which is in **Exhibit DA-01 at Tab 4**.
39. It was usual for me to provide a copy of correspondence received from members of the public to my relevant direct reports and other personnel to ensure the most relevant person was considering the matter in drafting a response. I frequently wrote back to people to stand by the ABC's programming, but I needed assistance to do that from the relevant senior personnel. In this instance, correspondence was received concerning an employment matter in the context of public discourse about a highly contentious issue, and about the ABC's impartiality. The complaints I had seen were not complaints about whether a specific piece of ABC content had been published in line with the ABC's editorial policies. If they were, either me or my office would have alerted the ABC's Ombudsman who has the remit to look into those matters (but does not have the remit to look into general employment matters). Allegations like this are assessed on their merits, not summarily dismissed or ignored, regardless of who they come from or whether it is from an individual or a group.
40. At 4.07 pm on Monday, 18 December 2023, I received an email from Mr Oliver-Taylor. Mr Oliver-Taylor wrote:

Hi David, cc Justin for Viz.

A follow up to the earlier notes regarding Antoinette Lattouf and all credit to Steve Ahern for working so quickly to come back to us on the details.



Selection of Antoinette Lattouf

- *As part of our diversity policy a couple of years ago, a number of people were identified as potential future presenters for ABC Radio, Antoinette was one of them.*
- *She was trained in ABC radio presenting, including editorial policies. She presented a series of development shifts on digital channels about two years ago as part of her training, there were no incidents during those shifts.*
- *She is a journalist who previously worked for SBS and other media. She has also reported for ABC News Antoinette Lattouf - ABC News [abc.net.au].*
- *Her background is Lebanese Christian, she grew up in Western Sydney, the child of Lebanese immigrants.*
- *She presented two weeks of our national summer lineup last year without incident.*
- *This current stint is one week on air only in Sydney. She will finish on Friday and has not been booked up for any other shifts this season.*
- *She has signed the journalists letter to media outlets, this happened after she was booked for one weeks work.*

Views on the Israel-Gaza War

- *She has expressed views about being a child of migrants and views on discrimination, but has not, as far as we know, expressed personal views that would position her as biased in the current conflict. She has, however, recently reported on the Opera House protest.*
- *She has done reporting that the chants of 'gas the Jews' were unverified. She has investigated that position in an article for Crikey, which could be perceived as taking a position, but, when read in full, it appears balanced and journalistically sound. Police, factcheckers can't verify viral 'gas the Jews' footage (crikey.com.au) [crikey.com.au]*
- *She also posted a similar commentary on Instagram on the 'gas the Jews' chants Grab a cuppa and join me as I ask a lot of powerful people questions*

*about a horrendously offensive video that went viral. Nobody can... |
Instagram [instagram.com]*

- *Some of the criticism relates to the reporting in these articles/posts*

On Air program

- *Today's program did not contain any content about Israel-Gaza, and Local Radio Sydney have confirmed that she will not be covering the Israel-Gaza conflict and it is not within the program brief to talk about this topic.*
- *The show followed the brief, to reflect Sydney in the first week of the school holidays*
- *Antoinette and the production team have been advised that there should not be any Israel- Gaza War coverage in her show this week, as it does not fit the holiday Sydney brief for the show.*
- *One segment, about 'boycotts' and 'buycotts' in today's show did mention that at the current time there is a lot of people who are worried about the state of the world at the moment, but there was no specific Gaza reference*

After consultation with Simon on the above points, this is our agreed position:

In terms of how does the ABC apply the personal use of social media guidelines, it's important to consider the person's role and the extent to which their personal social media activity can affect the ABC's reputation for impartiality. Presenting the Mornings program on ABC Sydney is a high profile role, but if she's only doing it on a temporary basis (for a week) it wouldn't be reasonable to expect that all of her previous social media activity would necessarily adhere to our guidelines. We are not suggesting she's breached those guidelines, rather making the point that the ABC ought to take a reasonable approach based on the fact that she's only in this role for a week.

Please let any of us know David if you require further information.

Best wishes

Chris



A copy of that email is in **Exhibit DA-01 at Tab 5**.

41. I read and considered the contents of the email referred to at paragraph [40] carefully. I relied on the accuracy and completeness of the information that it conveyed. I also relied on the correctness of the assessments and opinions it contained. I understood the reference to 'Simon' to be to Mr Simon Melkman, who was then Acting Editorial Director and responsible for providing guidance and advice about matters of editorial policy, including questions about impartiality, independence and integrity. I agreed with and accepted that the position agreed at that time between Mr Oliver-Taylor and Mr Melkman was that:
- (a) it was not reasonable to expect that Ms Lattouf's social media activity before she took up her current engagement with the ABC would comply with the ABC's Personal Use of Social Media Guidelines, and
 - (b) Ms Lattouf would continue to present *Sydney Mornings* until the end of the week.
42. At 5:30 pm on Monday, 18 December 2023, I received an email from Ms Burnett. Ms Burnett has access to my emails, as does Ms Sanders, and my Chief of Staff, Mr Michael Rippon. Ms Burnett provided a list of key emails from my inbox and noted that she had removed Ms Lattouf related complaints from my inbox and into a separate 'campaign folder'. I understood this to mean that the complaints had been identified as a campaign, and any past and future complaints from Ms Lattouf would be swiftly removed from my inbox and placed in a separate area, so that they would not clog or interfere with my use of my inbox.
43. This was not the first time the ABC had been the subject of an email or correspondence campaign. It was common for my office to isolate and separate email campaigns to ensure they did not affect the day to day functioning of my office and my use of my inbox. As a result of this, I do not see all correspondence that is part of a campaign. That was so in relation to complaints in relation to Ms Lattouf from the afternoon of Monday, 18 December 2023.
44. On the evening of Monday, 18 December 2023, I briefly reviewed what I could find of Ms Lattouf's social media activity by typing her name into a Google search.
45. What I saw in my review of Ms Lattouf's social media activity caused me to question whether the correct position was that Ms Lattouf would continue to present *Sydney Mornings* until the end of the week.



46. Accordingly, at 8.44 pm on Monday, 18 December 2023, I wrote and sent a text message to Mr Oliver-Taylor. I attached a screenshot from Ms Lattouf's Instagram page and wrote:

Also, I think we have an Antoinette issue. Her socials are full of ant-Semitic [sic] hatred. I'll send you a link. I'm not sure we can have someone on air that suggests that Hamas should return to their ethnic cleansing in Gaza and move onto the West Bank.

The content of this text message accurately reflects my state of mind in relation to its subject matter at the time. Screenshots of text messages between me and Mr Oliver-Taylor on 18 December 2023 are in **Exhibit DA-01 at Tab 6**

47. When I wrote the text message referred to at paragraph [46] to Mr Oliver-Taylor on the evening of Monday, 18 December 2023, my concern in relation to the screenshot of Ms Lattouf's social media activity was that all presenters and hosts must remain impartial while in the employ of the ABC, and perspectives that are not impartial cannot be aired by a host on ABC Radio Sydney. This is the case at all times, but especially so during a war where tensions within the community are high, and the role of the ABC as an independent broadcaster is of great importance to the Australian public.
48. At 8.49 pm on Monday, 18 December 2023, Mr Oliver-Taylor responded to my text, writing:

Copy. We'll check socials now. And agree

49. At 8.49 pm on Monday, 18 December 2023, I sent Mr Oliver-Taylor a link to Ms Lattouf's Instagram page.
50. At 8.54 pm on Monday, 18 December 2023, I sent Mr Oliver-Taylor a text message writing:

I was have [sic] a staff member do the same – what would you do?

51. Reading my text message from 8.54 pm on Monday, 18 December 2023 now, I can see that there is a typo caused by autocorrect and what I meant to ask Mr Oliver-Taylor was 'If an ongoing staff member had done this, what would you do?'
52. At 8.55 pm on Monday, 18 December 2023, Mr Oliver-Taylor replied by text:

I think this is hugely problematic

53. At 9.00 pm on Monday, 18 December 2023, I replied to Mr Oliver-Taylor by text, writing:

It's a reputational issue. And clearly we need to research anyone as a replacement presenter rather than just Steve be happy they've done Ed pols training. As per Justin's note to News staff, the perception of our people's impartiality is as important as their adherence to the policies. Anyway, lets chat tomorrow.

The content of this text message accurately reflects my state of mind in relation to its subject matter at the time.

54. At 9.01 pm on Monday, 18 December 2023, Mr Oliver-Taylor replied by text:

Agree. I've just spoken to Steve again, Simon had him are reviewing her socials asap. Likely on air tomorrow but I presume she gets pulled off air after tomorrows shift.

55. At 9.46 pm on Monday, 18 December 2023, I sent Mr Oliver-Taylor a screenshot of one of Ms Lattouf's posts on X (formerly Twitter). Mr Oliver-Taylor did not reply that night.

TUESDAY, 19 DECEMBER 2023

56. On Tuesday, 19 December 2023, in the morning, I met with Ms Ita Buttrose, who was then the Chair of the ABC's Board, in one of our regular weekly meeting. The meeting is recorded as being scheduled to begin at 11.00 am. I do not recall whether it began at that time, or if not when it began.

57. At 11.19 am on Tuesday, 19 December 2023, I received an email from Mr Oliver-Taylor, copying Mr Melkman and Mr Ben Latimer (Head of Audio Content). My best recollection is that I read this email before Ms Buttrose and I had the conversation that I will address in paragraph [59]. I have that recollection because the content of my conversation with Ms Buttrose was informed by Mr Oliver-Taylor's email. In his email, Mr Oliver-Taylor wrote:

David,

Simon has reviewed where we are with Antoinette. A summary of his views following discussions with our team are below, our view is that as Antoinette's contract finishes on Friday, we do not believe we should pull her off air at this time, mainly as she has not breached the personal use of social media guidelines



that we are aware of, she has three shifts remaining and the link to the ABC is nascent due to her casual employment. Steve has been made aware that significantly more diligence is required for fill in hosts in the future.

Simon's advice which I support.

Based on the complaints we've seen thus far, I haven't identified any breaches of our personal use of social media guidelines. That's not a guarantee that she hasn't breached the guidelines – motivated complainants may trawl through her accounts and uncover something problematic that we haven't seen, and we should look into anything that complainants raise. But for the time being I don't believe there's any justification for pulling her off air.

Any assessment of her social media activity against the guidelines needs to take into account:

- *the short-term nature of her engagement (which limits the extent to which she would be perceived as a representative of the ABC, and the extent to which it's reasonable to impose the guidelines in an overly restrictive way, especially on activity that predates her engagement);*
- *the fact that she's done (and will continue to do) lots of non-ABC work (e.g. her reporting for Crikey last week) – i.e. she isn't solely associated with the ABC, and her personal social media activity reflects that; and*
- *the agreement that she won't be discussing the Israel-Gaza war on the program this week (which reduces the risk that something she's said on social media in connection to the conflict could come into conflict with her ABC role, or undermine perceptions of her impartiality on the issue – since she won't be covering it on the ABC anyway).*

A couple of steps you could consider taking: (1) you can ask Antoinette to keep a low profile on social media this week (for her own protection as much as anything else, given the campaign against her which appears to be growing – there were 8 complaints logged yesterday, and another 15 today), and (2) if you think it's warranted (personally I don't), you could ask her to switch her profiles to private/protected for the rest of the week. (These two options would also potentially worth considering for other fill-in presenters, depending on the issues they're dealing with and the nature of their social media activity.)



It's also worth reminding the Mornings team about being vigilant and prepared to use the dump button when Antoinette is taking talkback calls, as there's a risk that a motivated detractor could deceive their way on-air by saying they're going to talk about something innocuous, and then instead accost Antoinette about her views on Israel/Gaza etc. The team should be ready to dump any caller who does anything like that.

Please let Simon and I know if there are further options you would like to discuss

C

A copy of this email is in **Exhibit DA-01 at Tab 7.**

58. I read and considered the contents of this email carefully. I relied on the accuracy and completeness of the information that it conveyed. I also relied on the correctness of the assessments and opinions it contained. I agreed with and accepted Mr Oliver-Taylor's advice, which I understood to be that:

(a) nothing was then known to indicate that Ms Lattouf had breached the ABC's Personal Use of Social Media Guidelines; and

(b) at that time there was *"no justification for pulling [Ms Lattouf] off air."*

I understood that this meant that Mr Oliver-Taylor had decided that Ms Lattouf would continue to present *Sydney Mornings* until the end of the week. This decision was within Mr Oliver-Taylor's sphere of responsibility. Given that I agreed with and accepted the advice contained in his email, my role, as I conceived it, was to support his decision.

59. During my meeting with Ms Buttrose on the morning of Tuesday, 19 December 2023, we had a conversation to the following effect:

Ms Buttrose: How on earth did it happen that an activist has ended up hosting ABC radio?

Me: I don't know.

Ms Buttrose: Whoever hired her, do they understand what the job is? They must not have checked references or background properly before hiring her.

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Me: Our assessment is that she hasn't done anything wrong. She is a casual employee whose engagement will come to an end on Friday. The decision is that she will stay on air until then.

Ms Buttrose: Was it Steve Ahern's decision to hire her?

Me: Yes, probably.

Ms Buttrose: I am going to send all of my complaints to Chris Oliver-Taylor.

Me: I would prefer you send them to me.

Ms Buttrose: No, I am going to send them to Chris so that he understands what we are fielding here and he can draft a response for them all.

Me: They will be avoiding discussing Israel-Gaza this week.

60. When I said to Ms Buttrose, *'Our assessment is that she hasn't done anything wrong. She is a casual employee whose engagement will come to an end on Friday. The decision is that she will stay on air until then'*, I was relying on the email referred to in paragraph [57], and seeking to communicate the state of mind described in paragraph [58].
61. When I said, *'They will be avoiding discussing Israel-Gaza this week'*, I was communicating information that I had taken from the email referred to in paragraph [57].
62. Shortly after my meeting with Ms Buttrose on Tuesday, 19 December 2023, I called Mr Oliver-Taylor. I informed Mr Oliver-Taylor that Ms Buttrose was going to send him the complaints that had been received. I asked Mr Oliver-Taylor to prepare a form of words that the ABC could use as a standard response to the complaint emails.
63. I have a general recollection that later in the afternoon of Tuesday, 19 December 2023, I spoke with Mr Oliver-Taylor by telephone. In that conversation I told him that the plan that he had set out in the email referred to in paragraph [57] had my support, and he reassured me again that the topic of the Israel-Gaza conflict would be avoided on the *Sydney Mornings* program while Ms Lattouf was presenting.

64. At 6.19 pm on Tuesday, 19 December 2023, I received an email from Mr Oliver-Taylor. Mr Oliver-Taylor's email provided a draft response regarding the complaints about Ms Lattouf. A copy of that email is in **Exhibit DA-01 at Tab 8**.

65. At 8.49 pm on Tuesday, 19 December 2023, I received an email from Ms Buttrose forwarding one of the complaints. Ms Buttrose wrote:

Has Antoinette been replaced. I am over getting emails about her.

Regards

Ita.

A copy of that email is in **Exhibit DA-01 at Tab 9**.

66. At 9.07 pm on Tuesday, 19 December 2023, I sent an email to Mr Oliver-Taylor forwarding the email from Ms Buttrose to me (see paragraph [65] above). The body of my email said:

Just FYI – I'll talk to Ita tomorrow

A copy of that email is in **Exhibit DA-01 at Tab 10**.

67. I provided the Ms Buttrose's message to Mr Oliver-Taylor for his information, so that he was aware of it in case Ms Buttrose contacted him directly, and so that he knew I would manage contact with Ms Buttrose, and he did not need to engage with her himself. I wanted to reassure Mr Oliver-Taylor that the plan that he had set out in the email referred to in paragraph [57] continued to have my support, notwithstanding anything said by Ms Buttrose, and to communicate to him that he should stick to that plan.

68. At 9.08 pm on Tuesday, 19 December 2023, Mr Oliver-Taylor responded acknowledging my email. A copy of that email is in **Exhibit DA-01 at Tab 11**.

69. At 9.27 pm on Tuesday, 19 December 2023, I sent an email to Ms Buttrose in response to her email at 8.49 pm. I wrote:

Dear Ita,

Antoinette will finish up on Friday. It's a managed exit given the situation. I can explain more tomorrow.

I plan to respond to all those that have emailed on Friday afternoon.



Regards, David

A copy of that email is in **Exhibit DA-01 at Tab 12**. The content of this email accurately reflects my state of mind in relation to its subject matter at that time.

70. When I wrote the words '*Antoinette will finish up on Friday*', I was referring to her engagement that would naturally come to an end on Friday. When I wrote '*managed exit*', I was referring to the need for mitigants that had been addressed in the email referred to in paragraph [57] and the conversation referred to in paragraph [63].
71. At 9.27 pm on Tuesday, 19 December 2023, I forwarded to Mr Oliver-Taylor, for his information, my response to Ms Buttrose (see paragraph [69] above). I wanted Mr Oliver-Taylor to know that I had replied to Ms Buttrose, and that there was nothing that he needed to do in relation to her. A copy of that email is in **Exhibit DA-01 at Tab 13**.
72. At 9.29 pm on Tuesday, 19 December 2023, Mr Oliver-Taylor responded to my email. A copy of that email is in **Exhibit DA-01 at Tab 14**.
73. At 10.00 pm on Tuesday, 19 December 2023, I received an email from Ms Buttrose in response to my email at 9.26 pm. Ms Buttrose wrote:

I have a whole clutch more of complaints . Why can't she come down with flu? Or Covid. Or a stomach upset? We owe her nothing, we are copping criticism because she wasn't honest when she was appointed.

Managed exit. Really.

I don't like emailing you late but I am wrapping present.

We should be in damage control not managed exits David.

Ita

A copy of that email is in **Exhibit DA-01 at Tab 15**.

74. I did not know what Ms Buttrose was referring to when she wrote '*[Ms Lattouf] wasn't honest when she was appointed*'. I do not share that view.
75. When I received this email and read it on Tuesday night, I decided that I would write a considered response the following morning during normal business hours.

AW
D

76. At 10.10 pm on Tuesday, 19 December 2023, I forwarded to Mr Oliver-Taylor, for his information, the email from Ms Buttrose to me at 9.59 pm (see paragraph [73] above). I did this because I wanted Mr Oliver-Taylor to be aware of the email and its contents, in case Ms Buttrose communicated with him directly before I could respond to her. A copy of that email is in **Exhibit DA-01 at Tab 16**.

77. At 10.12 pm on Tuesday, 19 December 2023, Mr Oliver-Taylor responded to my email, addressing what Ms Buttrose was suggesting in her email. Mr Oliver-Taylor wrote:

The blow back will be phenomenal. I recommend we hold until Friday. No comment on the war, it's not related, no breach of our own editorial protocols or the act. It is not perfect, but it's the right course of action at this point.

A copy of that email is in **Exhibit DA-01 at Tab 17**. I accepted and agreed with Mr Oliver-Taylor's recommendation, which I considered to be a reiteration of the plan set out in the email referred to in paragraph [57].

78. Accordingly, at 10.42 pm on Tuesday, 19 December 2023, I responded to Mr Oliver-Taylor saying:

I know that – hold the position, just sharing the pain.

A copy of that email is in **Exhibit DA-01 at Tab 18**. The content of this email accurately reflects my state of mind in relation to its subject matter at the time.

79. The '*position*' to which I referred was the plan set out in the email referred to in paragraph [57].

80. At 10.45 pm on Tuesday, 19 December 2023, Mr Oliver-Taylor responded, saying:

Sorry boss.

A copy of that email is in **Exhibit DA-01 at Tab 19**.

81. I now understand that at some time on Tuesday, 19 December 2023, Ms Lattouf posted a Human Rights Watch post on social media. I did not see this or hear about it on Tuesday, 19 December 2023.

AW
R

WEDNESDAY, 20 DECEMBER 2023

82. At 10.58 am on Wednesday, 20 December 2023, I sent an email to Ms Buttrose responding to her email from 9.59 pm on Tuesday, 19 December 2023. I wrote:

Dear Ita,

We are absolutely in damage control.

Local Radio management, specifically Steve Ahern, has put us in an unacceptable position. Mr Ahern made a negligent, error of judgement by employing Ms Lattouf without assessing her prior media and social media activity. I am taking action through Chris Oliver-Taylor alleging serious misconduct resulting in reputational damage to the ABC as a result of his actions.

We have weighed up the consequences of prematurely pulling Antoinette Lattouf off air, versus managing this until Friday as per her contract. We have concluded that the best possible outcome from here is to manage this such that Ms Lattouf does not editorial engage in the Middle East conflict while on air for the remainder of her contract.

This protects the ABC (and out staff) from the consequence of removing her, without her having breached any of our standards this week, when her position on the matter was known by Mr Ahern when Ms Lattouf was engaged. If we do remove her, there will be claims of doing so without cause given her position on the Middle East was widely known prior to her engagement, we have caved to pro-Israeli lobbying, and she hasn't actually breached impartiality this week. Again, we have been placed in an untenable position.

We have directed Ms Lattouf and the produces [sic] that the topic of the Middle East conflict is off limits, there is a lengthy off-air delay in place, and we will use the dump button if that direction is disobeyed. We have also instructed producers not to allow callers through who wish to discuss that topic. To date, that direction has been followed.

There is without doubt already damage caused by her engagement. I expect the WhatsApp group email campaign where we are receiving emails regarding her 'appointment' to continue until we reveal on Friday that Ms Lattouf will not be returning next week.

aw
[Signature]

In addition, we have a protest today outside of our Melbourne offices, from pro-Palestinian protesters, against the ABC. Staff are using separate entrance / exits and security is on site.

I will see you soon to discuss any further queries you may have.

Regards,

David

A copy of that email is in **Exhibit DA-01 at Tab 20**. The content of this email accurately reflects my state of mind in relation to its subject matter at the time.

83. At 11.00 am on Wednesday, 20 December 2023, Ms Buttrose responded to my email writing:

Thanks for the explanation, David – it must be Christmas.

See you at lunch.

Ita

A copy of that email is in **Exhibit DA-01 at Tab 21**.

84. At 11.07 am on Wednesday, 20 December 2023, I sent an email to Mr Oliver-Taylor in which I foreshadowed that after Ms Lattouf's engagement had ceased on Friday, I would be requesting a review of appropriate disciplinary action in relation to the decision to hire Ms Lattouf and assurances that steps are taken to ensure that a similar situation does not arise again. I forwarded the email I had sent to Ms Buttrose at 10.57 am that morning (see paragraph [82] above).

Chris,

FYI below sent to Ita just now. I will be writing to you later this week regarding the consequences of all of this. There are two elements.

Firstly, I will be alleging serious misconduct by Steve Ahern, given your first response to me this week indicating he was editorially responsible and the delegate for choosing Antoinette Lattouf as a presenter this week.

Secondly, I will be asking you to provide assurance that your team have steps have been taken to ensure that a situation like this never arises again.



I will write to you regarding that on Friday once Ms Lattouf's engagement has ceased.

Regards,

David

A copy of that email is in **Exhibit DA-01 at Tab 22.**

85. At 11.14 am on Wednesday, 20 December 2023, I received an email from Mr Oliver-Taylor in response to my email referred to at paragraph [84]. A copy of that email is in **Exhibit DA-01 at Tab 23.**
86. At approximately 12.30 pm on Wednesday, 20 December 2023, I went for a scheduled Christmas lunch with Ms Buttrose. We met at the ABC Ultimo office and travelled to lunch together in the same car. No one else joined us.
87. Before we left the ABC Ultimo office, when I met Ms Buttrose outside her office on Level 14 to travel to lunch together, we had a conversation to the following effect:

Ms Buttrose: David, let's get this out of the way. I read your email and we are just going to have to agree to disagree on the position you've taken in relation to Antoinette Lattouf.

Me: Yes, that's the best way forward. I know you are unhappy with it, but that is what we are doing for the rest of the week.

88. My statement to Ms Buttrose accurately reflected my state of mind in relation to its subject matter at the time.
89. At approximately 1.18 pm, while I was with Ms Buttrose, I looked at my phone and I saw that I had two missed calls and three text messages from Mr Oliver-Taylor, those were:
- (a) at 12.29 pm, Mr Oliver-Taylor wrote:

Looks like she has breached editorial impartiality. We are clarifying now and I will call you with a response. If correct she will be stood down.

- (b) at 12.58 pm Mr Oliver-Taylor had attempted to call me;

aw
De

- (c) at 1.00 pm, Mr Oliver-Taylor wrote:

D, confirming my view is that she has breached our editorial policies whilst in our employment. She also failed to follow a direction from her producer not to post anything whilst working with the ABC. As a result of this, I have no option but to stand her down. Call me if you can, but if not possible, I will action within the hour.

- (d) at 1.17 pm Mr Oliver-Taylor had attempted to call me;

- (e) at 1.17 pm, Mr Oliver-Taylor wrote:

Aus are going to run a yarn. I'm going to action this now and try and beat the story.

Screenshots of text messages between me and Mr Oliver-Taylor on 20 December 2023 are in **Exhibit DA-01 at Tab 24**.

90. I did not see these text messages immediately at the time of receiving them because, for the most part of the lunch, I was not looking at my phone. I was either travelling to the restaurant, or at the restaurant, with Ms Buttrose, when I received the messages.
91. When I read the messages, I understood that Mr Oliver-Taylor was referring to Ms Lattouf, based on our previous text messages, emails and phone conversations.
92. At 1.18 pm on Wednesday, 20 December 2023, I returned Mr Oliver-Taylor's call. We had a very brief phone conversation. To the best of my recollection, the conversation we had was to the following effect:

Mr Oliver-Taylor: Sorry to disturb you. I've got a bunch of people in the room at the moment. We have decided we need to take her off air. She has put something up on social media despite being directed not to.

Me: Are you sure?

Mr Oliver-Taylor: Yes, we've got no choice.

Me: Okay.

AW
D

93. I did not ask Mr Oliver-Taylor about the content of the social media post in question. I was of the view that Mr Oliver-Taylor was in the best position to make the decision, and the content of his texts and phone call concerning his decision had been strong and definitive. The decision that he described was within the sphere of his responsibility. I did not consider that it was my role to second guess or approve a decision that he had taken. As with all members of my Senior Executive Team, I knew Mr Oliver-Taylor was experienced in dealing with issues with employees. It is part of his role to make decisions on those sorts of matters. It would be abnormal for me, as Managing Director, without all of the information, to disagree with or take steps to intervene in a decision that Mr Oliver-Taylor or another Senior Executive Team member was making in relation to a specific operational decision regarding personnel matters. In my role, I provide direction, and I trust and accept the judgment of my leadership team.
94. I understood that the purpose of the conversation referred to in paragraph [92] was for Mr Oliver-Taylor to inform me of the decision that had been taken, which in the circumstances was a change from the plan set out in the email referred to in paragraph [57] based, as he told me, on a new circumstance. I said 'Okay', or something to that effect, at the end of the conversation in order to indicate that I had heard and understood the information given to me by Mr Oliver-Taylor.
95. This conversation happened while I was at the lunch table with Ms Buttrose. I believe Ms Buttrose could hear my side of the conversation, but I cannot be sure.
96. Immediately after hanging up from the call with Mr Oliver-Taylor, I informed Ms Buttrose about the conversation with words to the following effect:
- Me: Chris is taking Antoinette off air.*
- Ms Buttrose: Why?*
- Me: Something she did online, I don't know what it was.*
97. In other circumstances (that is, had I not been at lunch with Ms Buttrose at the time that I took the phone call), I would not have informed Ms Buttrose of the conversation that I had with Mr Oliver-Taylor or the decision made by Mr Oliver-Taylor.
98. After speaking with Mr Oliver-Taylor, I did not check Ms Lattouf's social media or make any further enquiries as to the reason that she was being taken off air.

AW
B

99. At the end of our lunch, at approximately 2.00 pm on Wednesday, 20 December 2023, I assisted Ms Buttrose to her hire car which was taking her home and I got a taxi back to the ABC office. When I was in a taxi, I looked at my phone and saw that I had received another message from Mr Oliver-Taylor at 1:43 pm:

Actioned. Statement going out. I have requested a full review as to how she was hired in the first place. Apologies again.

100. During my taxi ride back to the office, I called Mr Oliver-Taylor, and (to the best of my recollection) we had a conversation to the following effect:

Me: What happened?

Mr Oliver-Taylor: She posted on social media against instructions. There were two posts, one on Instagram and one on X. It undermines her ability to be impartial at work. It increases the risk for the ABC, and we don't trust her to get back on air for the final two days.

101. At some time either that evening or the next day I saw that there was an article published in *The Australian* regarding Ms Lattouf. I did not give any thought to the word 'sacked', as I knew nothing about what had been said or done to give effect to the decision that Mr Oliver-Taylor had reported to me in the conversation referred to in paragraph [92].


MY REASONS


102. In this affidavit I have given a complete account of my reasoning in relation to everything that I thought, did or said in relation to Ms Lattouf, in the sense that I have included every reason that I considered or on which I acted. Nothing that I thought, did or said in relation to Ms Lattouf involved any consideration, or in any way took into account, anything that I knew about the fact or content of any political opinions that Ms Lattouf had or may have had.
103. I was not influenced by anything that any person who complained in relation to Ms Lattouf said about her or her opinions or conduct. To do so would have been contrary to my conception of the ABC's obligation of independence.

AW
B

104. Nothing that I thought, did or said in relation to Ms Lattouf involved any consideration, or in any way took into account, anything that I knew about, her race or national extraction (including that Ms Lattouf has a Lebanese and/or Arab and/or Middle Eastern heritage and that she is a descendant of foreign immigrants). None of those matters were reasons for anything that I thought, did or said in relation to Ms Lattouf.

Affirmed by the deponent
at Sydney
in New South Wales
on 14 October 2024
Before me:

)
) 
) _____
) Signature of deponent
) David Newton Anderson



Signature of witness

Gabrielle Marree Shooter Wilson

An Australian Legal Practitioner within the meaning of the Legal Profession Uniform Law (NSW)

Form 59
Rule 29.02(1)

Exhibit

DA-1

No. NSD 189 of 2024

Federal Court of Australia
District Registry: New South Wales
Division: Fair Work

Antionette Lattouf

Applicant

Australian Broadcasting Corporation

Respondent

This is the exhibit marked "**DA-1**" referred to in the Affidavit of **David Newton Anderson** sworn on 14 October 2024 in Sydney, New South Wales.

Before me:



Signature of witness

Name of witness:

Gabrielle Marree Shooter Wilson

Qualification of witness:

An Australian Legal Practitioner within the meaning of the Legal Profession Uniform Law (NSW)

Form 59
Rule 29.02(1)

Exhibit

DA-1

No. NSD 189 of 2024

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This is the exhibit marked "**DA-1**" referred to in the Affidavit of **David Newton Anderson** sworn on 14 October 2024 in Sydney, New South Wales.

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Signature of witness

Name of witness:

Gabrielle Marree Shooter Wilson

Qualification of witness:

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Index to Exhibit DA-01

Tab	Date	Document
Monday, 18 December 2023		
1.	18 December 2023, 1.35 pm	Email from D. Anderson to C. Oliver-Taylor and J. Stevens copy S. Melkman
2.	18 December 2023, 1.35 pm	Email from D. Anderson to C. Oliver-Taylor and J. Stevens copy S. Melkman
3.	18 December 2023, 1.36 pm	Email from D. Anderson to C. Oliver-Taylor and J. Stevens copy S. Melkman
4.	18 December 2023, 1.40 pm	Email from C. Oliver-Taylor to D. Anderson copy J. Stevens and S. Melkman
5.	18 December 2023, 4.07 pm	Email from C. Oliver-Taylor to D. Anderson, copy J. Stevens, S. Melkman, B. Latimer
6.	18 December 2023, 8.44 pm	Screenshot of text message between D. Anderson and C. Oliver-Taylor
Tuesday, 19 December 2023		
7.	19 December 2023, 11.19 am	Email from C. Oliver-Taylor to D. Anderson copy S. Melkman and B. Latimer
8.	19 December 2023, 6.19 pm	Email from C. Oliver-Taylor to D. Anderson copy S. Melkman
9.	19 December 2023, 8.49 pm	Email from I. Buttrose to D. Anderson
10.	19 December 2023, 9.07 pm	Email from D. Anderson to C. Oliver-Taylor forwarding email from I. Buttrose
11.	19 December 2023, 9.08 pm	Email from C. Oliver-Taylor to D. Anderson
12.	19 December 2023, 9.27 pm	Email from D. Anderson to I. Buttrose
13.	19 December 2023, 9.27 pm	Email from D. Anderson to C. Oliver-Taylor forwarding response from D. Anderson to I. Buttrose
14.	19 December 2023, 9.29 pm	Email from C. Oliver-Taylor to D. Anderson
15.	19 December 2023, 10.00 pm	Email from I. Buttrose to D. Anderson
16.	19 December 2023, 10.10 pm	Email from D. Anderson to C. Oliver-Taylor forwarding email from I. Buttrose

Tab	Date	Document
17.	19 December 2023, 10.12 pm	Email from C. Oliver-Taylor to D. Anderson
18.	19 December 2023, 10.42 pm	Email from D. Anderson to C. Oliver-Taylor
19.	19 December 2023, 10.45 pm	Email from C. Oliver-Taylor to D. Anderson
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20.	20 December 2023, 10.58 am	Email from D. Anderson to I. Buttrose
21.	20 December 2023, 11.00 am	Email from I. Buttrose to D. Anderson
22.	20 December 2023, 11.07 am	Email from D. Anderson to C. Oliver-Taylor
23.	20 December 2023, 11.14 am	Email from C. Oliver-Taylor to D. Anderson
24.	20 December 2023, between 12.29 pm and 1.18 pm	Screenshot of text messages between C. Oliver-Taylor and D. Anderson

Tab 1

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Monday, 18 December 2023 1:35 PM
To: Justin Stevens; Chris Oliver-Taylor
Cc: Simon Melkman; Managing Director's Office
Subject: FW: ABC - Antoinette Lattouf

Both,

I've started to get many complaints about Antoinette. I'll send some others. I think Antoinette is News but I can see some science based reporting too for Catalyst.

Can someone please look into it.

Thanks,

David

From: [REDACTED]
Date: Monday, 18 December 2023 at 12:35 pm
To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Cc: Board <board@abc.net.au>
Subject: Fwd: ABC - Antoinette Lattouf

Dear Mr Anderson and the ABC Board

Please find below an impassioned letter I wrote earlier to Minister Rowland. I have forwarded it to all of you in the hope that you can enforce your own Code of Practice by both recognising the problematic nature of allowing this person to continue to use the ABC as a platform for her spouting her biased views, incitement to prejudice, and consequently fragmentation of social cohesion. Please do not give her 'air'.

Yours

[REDACTED]

Begin forwarded message:

From: [REDACTED]
Subject: ABC - Antoinette Lattouf
Date: 18 December 2023 at 12:10:31 pm AEDT
To: Minister.rowland@mo.communications.gov.au

Dear Minister Rowland

Just wondering why is it that the ABC has chosen to defy its own Code of Practice. According to Clause 4 the ABC has a statutory duty to ensure that the gathering and presentation of news and information is impartial according to the recognised standards of objective journalism.

Why is it then the ABC has employed Antoinette Lattouf to host the morning ABC Sydney show? This person has very loudly, clearly and widely announced her partiality regarding the current crisis in the Middle East. Most recently she has cast doubt on the veracity of the Sydney Opera House

demonstration where the vile antisemitic chants were recorded. The constant theme of her recent posts have been all slanted into the condemnation of Israel, dissemination of false statistics, and the promulgation of antizionist [aka antisemitic] rhetoric. There has been no equivalent decrying of the brutality of Hamas's October 7 bloodbath, nor of the rape and mutilation of women and girls, not condemning the taking and holding of hostages in unspeakable conditions or calls for their release. There is no equivalence in this and clearly no balanced or impartial view.

The tragedy of the current Israel-Gaza war is overwhelming and what is even more distressing in Australia is the social divisiveness and increase in reported antisemitic incidents [over 750% since October 7 that are a consequence.

No one is winning in this tragic set of events but the harmony of the multicultural Australia we all aspire to reside in is also being broken. In part due to the agitation and bias being disseminated by people like Antoinette Lattouf. More concerning is that she is using the ABC to bolster her credibility and exposure. The ABC is then used as a platform for her to spread and promulgate hatred and social dissension.

Please live up to the Honourable part of your title and ensure that the ABC abides by its own Code of Practice.

Please do not allow this woman unfettered access to a wider audience than she already has. Lets all try and return to the civil society which we had.

Yours in hope

██████████

Tab 2

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Monday, 18 December 2023 1:35 PM
To: Justin Stevens; Chris Oliver-Taylor
Cc: Simon Melkman
Subject: FW: Antoinette Lattouf

FYI

From: [REDACTED]
Date: Monday, 18 December 2023 at 12:40 pm
To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>, Board <board@abc.net.au>
Subject: Antoinette Lattouf

Dear Mr Anderson and the ABC board,

I would like to understand how Ms Lattouf is the correspond for the ABC for reporting on the Middle East. She is not impartial and, as ABC is a public broadcasting company which is funded by Australian taxpayers.

Furthermore, she has incorrectly claimed that the Jewish community said "gas the Jews" was a lie and there have now been 4 statutory declarations by independent witnesses (some of whom are not part of the Jewish community) attesting to this.

Clause 4 of the ABC code of practice is to be impartial and employing Ms Lattouf to report on this, there is no impartiality. ABC is in breach of their obligations by allowing her to continue to report on the conflict.

Please advise how you intend to handle this matter.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

IMPORTANT FRAUD ALERT – The Law Society of NSW has reported an increasing occurrence of fraudsters intercepting emails and inserting their bank account details in place of the intended account details. To mitigate this risk, you must not deposit or transfer funds using account details provided by us (or anyone else) via email only. If you receive such an email, phone our office and verify the account details first.

Tab 3

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Monday, 18 December 2023 1:36 PM
To: Justin Stevens; Chris Oliver-Taylor
Cc: Simon Melkman
Subject: FW: ABC 702 Sydney

FYI

Date: Monday, 18 December 2023 at 1:34 pm
To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Subject: ABC 702 Sydney

Dear Mr Anderson,

I am writing to you regarding the ABC's, the national broadcaster's, choice of acting morning radio show host on ABC 702 Sydney.

I am a taxpayer and regular audience member of this program and am well versed in how popular this show is, normally hosted by Sarah Macdonald and what a widespread audience it has.

Given the very difficult times we are experiencing currently due to the Israeli - Gaza war, and the various sensitivities held by both the Israeli/Jewish and Palestinian/Arab communities it would seem Ms Lattouff was not the best selection as the summer host.

I am talking specifically about her remarks on social media regarding the Opera House debacle on October 9th, a worldwide renowned event which has cast a very negative light on our city and country. Ms Lattouff in her widely broadcasted comments has suggested that there was some questionable accounts of the hate-speech calls 'fuck the Jews' and 'gas the Jews' and had not been verified.

I personally am affronted by her tasteless comments and subsequently the ABC's choice of summer host.

I have suffered a family loss in the war which resulted in me attending the Opera House that night, specifically to see the Israeli flag projected on the Opera House as a sign of solidarity and well before the war erupted. Such projections were staged publicly in many, many cities around the world including Melbourne, Canberra and Brisbane.

The projection was cancelled at the scheduled time due to the unruly and increasingly violent behaviour of the Palestinian crowd and their supporters.

I personally found this event absolutely petrifying. Despite the very large police presence I did not feel confident that my safety would be assured.

My request from one of the policeman to move to a safer spot was met with an abrasive and negative response. I left straight away.

I have found Ms Lattouff's anti-Jewish and Israelophobic attitude to the occurrence of events on October 9th abhorrent.

Her insulting words and insinuations are not only immensely triggering but bring into question my right as a Jewish Israeli Australian to enjoy public events in safe space.

As it stands I will be switching to another station during the summer period as I would be worried that Ms Lattouff's

insensitive remarks and observations would be extremely upsetting to me.

Unless you believe in her assertions negating the Opera House incident and questioning first hand accounts of the occurrence, I would be urging you to liaise with the ABC management to withdraw this person from the show.

All of 'our' ABC's audiences should be afforded that right.

Yours sincerely

[Redacted signature]

[Redacted name]

[Redacted contact information]

Tab 4

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, 18 December 2023 1:40 PM
To: David N Anderson - Managing Director; Justin Stevens
Cc: Simon Melkman; Managing Director's Office
Subject: RE: ABC - Antoinette Lattouf

I'll take this David, she is filling in for Sarah MacDonald on Sydney Mornings. I will speak to the team about this and come back to you with some thinking.
Chris

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Monday, December 18, 2023 1:35 PM
To: Justin Stevens <Stevens.Justin@abc.net.au>; Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>; Managing Director's Office <managingdirectorsoffice@abc.net.au>
Subject: FW: ABC - Antoinette Lattouf

Both,

I've started to get many complaints about Antoinette. I'll send some others. I think Antoinette is News but I can see some science based reporting too for Catalyst.

Can someone please look into it.

Thanks,

David

From: [REDACTED]
Date: Monday, 18 December 2023 at 12:35 pm
To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Cc: Board <board@abc.net.au>
Subject: Fwd: ABC - Antoinette Lattouf

Dear Mr Anderson and the ABC Board

Please find below an impassioned letter I wrote earlier to Minister Rowland. I have forwarded it to all of you in the hope that you can enforce your own Code of Practice by both recognising the problematic nature of allowing this person to continue to use the ABC as a platform for her spouting her biased views, incitement to prejudice, and consequently fragmentation of social cohesion. Please do not give her 'air'.

Yours

[REDACTED]

Begin forwarded message:

From: [REDACTED]
Subject: ABC - Antoinette Lattouf
Date: 18 December 2023 at 12:10:31 pm AEDT

To: Minister.rowland@mo.communications.gov.au

Dear Minister Rowland

Just wondering why is it that the ABC has chosen to defy its own Code of Practice. According to Clause 4 the ABC has a statutory duty to ensure that the gathering and presentation of news and information is impartial according to the recognised standards of objective journalism.

Why is it then the ABC has employed Antoinette Lattouf to host the morning ABC Sydney show? This person has very loudly, clearly and widely announced her partiality regarding the current crisis in the Middle East. Most recently she has cast doubt on the veracity of the Sydney Opera House demonstration where the vile antisemitic chants were recorded. The constant theme of her recent posts have been all slanted into the condemnation of Israel, dissemination of false statistics, and the promulgation of antizionist [aka antisemitic] rhetoric. There has been no equivalent decrying of the brutality of Hamas's October 7 bloodbath, nor of the rape and mutilation of women and girls, not condemning the taking and holding of hostages in unspeakable conditions or calls for their release. There is no equivalence in this and clearly no balanced or impartial view.

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Please live up to the Honourable part of your title and ensure that the ABC abides by its own Code of Practice.

Please do not allow this woman unfettered access to a wider audience than she already has. Lets all try and return to the civil society which we had.

Yours in hope

██████████

Tab 5

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, 18 December 2023 4:07 PM
To: Managing Director's Office; David N Anderson - Managing Director
Cc: Justin Stevens; Simon Melkman; Ben Latimer
Subject: Antoinette Lattouf

Hi David, cc Justin for Viz.

A follow up to the earlier notes regarding Antoinette Lattouf and all credit to Steve Ahern for working so quickly to come back to us on the details.

Selection of Antoinette Lattouf

- As part of our diversity policy a couple of years ago, a number of people were identified as potential future presenters for ABC Radio, Antoinette was one of them.
- She was trained in ABC radio presenting, including editorial policies. She presented a series of development shifts on digital channels about two years ago as part of her training, there were no incidents during those shifts.
- She is a journalist who previously worked for SBS and other media. She has also reported for ABC News [Antoinette Lattouf - ABC News \[abc.net.au\]](#)
- Her background is Lebanese Christian, she grew up in Western Sydney, the child of Lebanese immigrants.
- She presented two weeks of our national summer lineup last year without incident.
- This current stint is one week on air only in Sydney. She will finish on Friday and has not been booked up for any other shifts this season
- She has signed the journalists letter to media outlets, this happened after she was booked for one weeks work

Views on the Israel-Gaza War

- She has expressed views about being a child of migrants and views on discrimination, but has not, as far as we know, expressed personal views that would position her as biased in the current conflict. She has, however, recently reported on the Opera House protest.
- She has done reporting that the chants of 'gas the Jews' were unverified. She has investigated that position in an article for Crikey, which could be perceived as taking a position, but, when read in full, it appears balanced and journalistically sound. [Police, fact-checkers can't verify viral 'gas the Jews' footage \(crikey.com.au\) \[crikey.com.au\]](#)
- She also posted a similar commentary on Instagram on the 'gas the Jews' chants [Grab a cuppa and join me as I ask a lot of powerful people questions about a horrendously offensive video that went viral. Nobody can... | Instagram \[instagram.com\]](#)
- Some of the criticism relates to the reporting in these articles/posts

On Air program

- Today's program did not contain any content about Israel-Gaza, and Local Radio Sydney have confirmed that she will not be covering the Israel-Gaza conflict and it is not within the program brief to talk about this topic.
- The show followed the brief, to reflect Sydney in the first week of the school holidays

- Antoinette and the production team have been advised that there should not be any Israel-Gaza War coverage in her show this week, as it does not fit the holiday Sydney brief for the show.
- One segment, about 'boycotts' and 'buycotts' in today's show did mention that at the current time there is a lot of people who are worried about the state of the world at the moment, but there was no specific Gaza reference

After consultation with Simon on the above points, this is our agreed position:

In terms of how does the ABC apply the personal use of social media guidelines, it's important to consider the person's role and the extent to which their personal social media activity can affect the ABC's reputation for impartiality. Presenting the Mornings program on ABC Sydney is a high-profile role, but if she's only doing it on a temporary basis (for a week) it wouldn't be reasonable to expect that all of her previous social media activity would necessarily adhere to our guidelines. We are not suggesting she's breached those guidelines, rather making the point that the ABC ought to take a reasonable approach based on the fact that she's only in this role for a week.

Please let any of us know David if you require further information.

Best wishes

Chris



Chris >

Mon, 18 Dec at 4:36 PM

Would you have 5 mins for Me before you meet Toni tomorrow?

Mon, 18 Dec at 8:44 PM

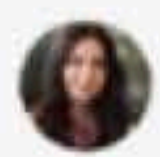
Also, I think we have an Antionette issue. Her socials are full of ant-Semitic hatred. I'll send you a link. I'm not sure we can have someone on air that suggests that Hamas should return to their ethnic cleansing in Gaza and move onto the West Bank.



Orna Mazor769

After the massacre of 1500 Israelis and the kidnapping of 240 hostages. Do you expect Israel to keep quiet?

4h Reply



Antoinette Lattouf · Creator

Hell no! They should finish off the ethnic cleansing job they started. Then move on the West Bank. Kill and annex. Then same with Lebanon and Jordan

1s ago Reply



iMessage





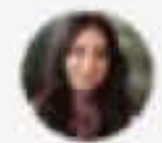
Chris >



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4h Reply



Antoinette Lattouf · Creator

Hell no! They should finish off the ethnic cleansing job they started. Then move on the West Bank. Kill and annex. Then same with Lebanon and Jordan

1s ago Reply



951 likes

antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

View all 107 comments

Copy. We'll check socials now. And agree



iMessage





Post



instasaranade and camwilsonreporter



Breaking:
Viral footage showed protesters chanting 'g*s the Jews'. Nobody can verify it.

As reported in Crikey today 13.12.2023 with thanks to journalists Antoinette Lattouf and Cameron Wilson

Please note these tiles are a summary of the original article put together to the best of my ability without sacrificing the meaning or message of the piece.

Content warning: these tiles contains mention of subjects some readers may find distressing.

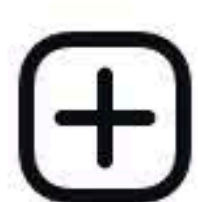


View likes

instasaranade Without diminishing from the seriousness of the original antisemitic chant at the rally by a few -

the idea that this footage may have been tampered with has dangerous ramifications, especially in an era of mis/disinformation.

.. That unverified footage like this went viral is only possible because of how seeped we are in





Chris >



Copy. We'll check socials now. And agree



I was have a staff member do the same - what would you do?

I think this is hugely problematic

It is a reputational issue. And clearly we need to research anyone as a replacement presenter rather than just Steve be happy they've done Ed pols training. As per Justin's note to News staff the



iMessage





Chris >

I think this is hugely problematic

It is a reputational issue. And clearly we need to research anyone as a replacement presenter rather than just Steve be happy they've done Ed pols training. As per Justin's note to News staff, the perception of our people's impartiality is as important as their adherence to the policies. Anyway, let's chat tomorrow.

Agree. I've just spoken to Steve again, Simon had him are reviewing her socials asap. Likely on air tomorrow but I presume she gets pulled off air after tomorrows shift

[Log in](#) [Sign up](#)



Antoinette Lattouf
@antoinette_news

Follow

...

Watching Israeli hostages & Palestinian children who've been imprisoned reunited with loved ones is truly heartwarming. They should never have had to endure these atrocities. We need a PERMANENT ceasefire and to address the ROOT of the problem - unlawful occupation of Palestine

10:09 PM · Nov 25, 2023 · 7,651 Views

34 Reposts 2 Quotes 175 Likes 1 Bookmark



iMessage

Tab 7

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 11:19 AM
To: David N Anderson - Managing Director
Cc: Simon Melkman; Managing Director's Office; Ben Latimer
Subject: Antoinette

David,

Simon has reviewed where we are with Antoinette. A summary of his views following discussions with our team are below, our view is that as Antoinette's contract finishes on Friday, we do not believe we should pull her off air at this time, mainly as she has not breached the personal use of social media guidelines that we are aware of, she has three shifts remaining and the link to the ABC is nascent due to her casual employment. Steve has been made aware that significantly more diligence is required for fill in hosts in the future.

Simon's advice which I support.

Based on the complaints we've seen thus far, I haven't identified any breaches of our personal use of social media guidelines. That's not a guarantee that she hasn't breached the guidelines – motivated complainants may trawl through her accounts and uncover something problematic that we haven't seen, and we should look into anything that complainants raise. But for the time being I don't believe there's any justification for pulling her off air.

Any assessment of her social media activity against the guidelines needs to take into account:

- the short-term nature of her engagement (which limits the extent to which she would be perceived as a representative of the ABC, and the extent to which it's reasonable to impose the guidelines in an overly restrictive way, especially on activity that predates her engagement);
- the fact that she's done (and will continue to do) lots of non-ABC work (e.g. her reporting for Crikey last week) – i.e. she isn't solely associated with the ABC, and her personal social media activity reflects that; and
- the agreement that she won't be discussing the Israel-Gaza war on the program this week (which reduces the risk that something she's said on social media in connection to the conflict could come into conflict with her ABC role, or undermine perceptions of her impartiality on the issue – since she won't be covering it on the ABC anyway).

A couple of steps you could consider taking: (1) you can ask Antoinette to keep a low profile on social media this week (for her own protection as much as anything else, given the campaign against her which appears to be growing – there were 8 complaints logged yesterday, and another 15 today), and (2) if you think it's warranted (personally I don't), you could ask her to switch her profiles to private/protected for the rest of the week. (These two options would also potentially worth considering for other fill-in presenters, depending on the issues they're dealing with and the nature of their social media activity.)

It's also worth reminding the Mornings team about being vigilant and prepared to use the dump button when Antoinette is taking talkback calls, as there's a risk that a motivated detractor could deceive their way on-air by saying they're going to talk about something innocuous, and then instead accost Antoinette about her views on Israel/Gaza etc. The team should be ready to dump any caller who does anything like that.

Please let Simon and I know if there are further options you would like to discuss

C

Tab 8

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 6:19 PM
To: David N Anderson - Managing Director
Cc: Managing Director's Office; Simon Melkman
Subject: Letter of response AT

D,

As mentioned, Simon has drafted a short response for any respondents regarding the complaints about Antoinette Lattouf.

Dear ...

Thank you for your email to the Chair/ABC Board], which has been referred to me for response.

I understand you are concerned about the appointment of Antoinette Lattouf as a presenter on ABC Sydney.

Antoinette is an excellent broadcaster who we have engaged as a short term fill-in presenter for the Mornings program for this week only. She has conclude her work, as planned, today. *[Additional line for complainants who incorrectly assert that we've hired her to report on the war: She is not reporting on the Israel-Gaza war.]*

We are aware of Antoinette's recent reporting for Crikey. The ABC had no involvement in this work.

[Additional line to include in responses that claim we've breached clause 4 of our Code of Practice: We do not believe any of Antoinette's broadcasts this week have contravened our Code of Practice. However, if you have any specific concerns about segments you've heard on the program, you are welcome to outline them by return email and we would be happy to consider them.]

I would like to assure you that we take these matters very seriously and we appreciate you bringing your concerns to the ABC's attention.

Yours sincerely,



[\[abc.net.au\]](http://abc.net.au)

Chris Oliver-Taylor
Chief Content Officer



We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.

Tab 9

From: Ita Buttrose - Chair
Sent: Tuesday, 19 December 2023 8:49 PM
To: David N Anderson - Managing Director
Subject: Fwd: Ms. Lattouf

Has Antoinette been replaced. I am over getting emails about her.

Regards

Ita

Get [Outlook for iOS](#)

Sent: Tuesday, December 19, 2023 8:47 pm
To: Board <board@abc.net.au>
Subject: FW: Ms. Lattouf

Dear ABC Board,

I understand that Antoinette Lattouf is hosting the morning ABC Sydney show. Ms Lattouf has expressed strong personal opinions on the Hamas-Israel war as well as issues affecting Australian Jews. For example, she has expressed doubt that “gas the Jews” was chanting at the Sydney Opera House at all!

What actions has ABC management taken to ensure that during this period of extreme tension around a war Ms Lattouf has expressed strong partisan views about, the morning show maintains the appropriate standards around bias, objectivity and neutrality?

Thank You,

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Tab 10

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, 19 December 2023 9:07 PM
To: Chris Oliver-Taylor
Subject: Fwd: Ms. Lattouf

Just FYI - I'll talk to Ita tomorrow

Get [Outlook for iOS \[aka.ms\]](#)

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Thank You,
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 11

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 9:08 PM
To: David N Anderson - Managing Director
Subject: Re: Ms. Lattouf

Noted. If we need to discuss, call me at anytime

Chris Oliver-Taylor
Chief Content Officer
ABC

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, December 19, 2023 9:07:08 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: Fwd: Ms. Lattouf

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Thank You,
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 12

From: David N Anderson - Managing Director
Sent: Tuesday, 19 December 2023 9:27 PM
To: Ita Buttrose - Chair
Subject: Re: Ms. Lattouf

Dear Ita,

Antoinette will finish up on Friday. It's a managed exit given the situation. I can explain more tomorrow.

I plan to respond to all those that have emailed on Friday afternoon.

Regards,

David

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Thank You,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 13

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, 19 December 2023 9:27 PM
To: Chris Oliver-Taylor
Subject: Fwd: Ms. Lattouf

FYI

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From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, December 19, 2023 9:26 pm
To: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
Subject: Re: Ms. Lattouf

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Thank You,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 14

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 9:29 PM
To: David N Anderson - Managing Director
Subject: Re: Ms. Lattouf

Thank you

Chris Oliver-Taylor
Chief Content Officer
ABC

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, December 19, 2023 9:27:29 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: Fwd: Ms. Lattouf

FYI

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Thank You,

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Tab 15

From: Ita Buttrose - Chair
Sent: Tuesday, 19 December 2023 10:00 PM
To: David N Anderson - Managing Director
Subject: Re: Ms. Lattouf

I have a whole clutch more of complaints . Why can't she come down with flu? Or Covid. Or a stomach upset? We owe her nothing, we are copping criticism because she wasn't honest when she was appointed.

Managed exit. Really.

I don't like emailing you late but I am wrapping present.

We should be in damage control not managed exits David.

Ita

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Tab 16

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, 19 December 2023 10:10 PM
To: Chris Oliver-Taylor
Subject: Fwd: Ms. Lattouf

FYI

From: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
Sent: Tuesday, December 19, 2023 9:59 pm
To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Subject: Re: Ms. Lattouf

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Tab 17

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 10:12 PM
To: David N Anderson - Managing Director
Subject: Re: Ms. Lattouf

The blow back will be phenomenal. I recommend we hold until Friday. No comment on the war, it's not related, no beach of our own editorial protocols or the act. It is not perfect, but it's the right course of action at this point.
C

Chris Oliver-Taylor
Chief Content Officer
ABC

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, December 19, 2023 10:09:47 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: Fwd: Ms. Lattouf

FYI

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Thank You,
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 18

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, 19 December 2023 10:42 PM
To: Chris Oliver-Taylor
Subject: Re: Ms. Lattouf

I know that - hold the position, just sharing the pain

Get [Outlook for iOS \[aka.ms\]](#)

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, December 19, 2023 10:11:55 PM
To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Subject: Re: Ms. Lattouf

The blow back will be phenomenal. I recommend we hold until Friday. No comment on the war, it's not related, no beach of our own editorial protocols or the act. It is not perfect, but it's the right course of action at this point.
C

Chris Oliver-Taylor
Chief Content Officer
ABC

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, December 19, 2023 10:09:47 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: Fwd: Ms. Lattouf

FYI

From: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
Sent: Tuesday, December 19, 2023 9:59 pm
To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Subject: Re: Ms. Lattouf

I have a whole clutch more of complaints . Why can't she come down with flu? Or Covid. Or a stomach upset? We owe her nothing, we are copping criticism because she wasn't honest when she was appointed.
Managed exit. Really.
I don't like emailing you late but I am wrapping present.
We should be in damage control not managed exits David.
Ita

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From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, December 19, 2023 9:26:54 PM
To: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
Subject: Re: Ms. Lattouf

Dear Ita,

Antoinette will finish up on Friday. It's a managed exit given the situation. I can explain more tomorrow.

I plan to respond to all those that have emailed on Friday afternoon.

Regards,

David

From: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
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Subject: Fwd: Ms. Lattouf

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From: [REDACTED] >
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To: Board <board@abc.net.au>
Subject: FW: Ms. Lattouf

Dear ABC Board,

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Thank You,
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 19

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 10:45 PM
To: David N Anderson - Managing Director
Subject: Re: Ms. Lattouf

Sorry boss.

Chris Oliver-Taylor
Chief Content Officer
ABC

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Tuesday, December 19, 2023 10:41:37 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: Re: Ms. Lattouf

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Subject: FW: Ms. Lattouf

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Thank You,
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 20

From: David N Anderson - Managing Director
Sent: Wednesday, 20 December 2023 10:58 AM
To: Ita Buttrose - Chair
Subject: Re: Ms. Lattouf

Dear Ita,

We are absolutely in damage control.

Local Radio management, specifically Steve Ahern, has put us in an unacceptable position. Mr Ahern made a negligent, error of judgement by employing Ms Lattouf without assessing her prior media and social media activity. I am taking action through Chris Oliver-Taylor alleging serious misconduct resulting in reputational damage to the ABC as a result of his actions.

We have weighed up the consequences of prematurely pulling Antoinette Lattouf off air, versus managing this until Friday as per her contract. We have concluded that the best possible outcome from here is to manage this such that Ms Lattouf does not editorial engage in the Middle East conflict while on air for the remainder of her contract.

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We have directed Ms Lattouf and the producers that the topic of the Middle East conflict is off limits, there is a lengthy off-air delay in place, and we will use the dump button if that direction is disobeyed. We have also instructed producers not to allow callers through who wish to discuss that topic. To date, that direction has been followed.

There is without doubt already damage caused by her engagement. I expect the WhatsApp group email campaign where we are receiving emails regarding her 'appointment' to continue until we reveal on Friday that Ms Lattouf will not be returning next week.

In addition, we have a protest today outside of our Melbourne offices, from pro-Palestinian protesters, against the ABC. Staff are using separate entrance / exits and security is on site.

I will see you soon to discuss any further queries you may have.

Regards,

David

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To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Subject: Re: Ms. Lattouf

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 21

From: Ita Buttrose - Chair
Sent: Wednesday, 20 December 2023 11:00 AM
To: David N Anderson - Managing Director
Subject: RE: Ms. Lattouf

Thanks for the explanation, David – it must be Christmas.
See you at lunch.
Ita

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
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To: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
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Ita

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Thank You,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 22

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Wednesday, 20 December 2023 11:07 AM
To: Chris Oliver-Taylor
Subject: FW: Ms. Lattouf

Chris,

FYI below sent to Ita just now. I will be writing to you later this week regarding the consequences of all of this. There are two elements.

Firstly, I will be alleging serious misconduct by Steve Ahern, given your first response to me this week indicating he was editorially responsible and the delegate for choosing Antionette Lattouf as a presenter this week.

Secondly, I will be asking you to provide assurance that your team have steps have been taken to ensure that a situation like this never arises again.

I will write to you regarding that on Friday once Ms Lattouf's engagement has ceased.

Regards,

David

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Date: Wednesday, 20 December 2023 at 10:57 am
To: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
Subject: Re: Ms. Lattouf

Dear Ita,

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Date: Tuesday, 19 December 2023 at 9:59 pm
To: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Subject: Re: Ms. Lattouf

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To: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
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Ita

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Subject: FW: Ms. Lattouf

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Thank You,
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 23

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Wednesday, 20 December 2023 11:14 AM
To: David N Anderson - Managing Director
Subject: Re: Ms. Lattouf

I understand David. Again, I apologise that we have put you in this position. It is completely unacceptable.
Chris

Chris Oliver-Taylor
Chief Content Officer
ABC

From: David N Anderson - Managing Director <Anderson.David.N@abc.net.au>
Sent: Wednesday, December 20, 2023 11:06:48 AM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: FW: Ms. Lattouf

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Date: Wednesday, 20 December 2023 at 10:57 am
To: Ita Buttrose - Chair <Buttrose.Ita@abc.net.au>
Subject: Re: Ms. Lattouf

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Thank You,
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 24

New iMessage

Cancel

To: Oliver-Taylor Chris

Wed, 20 Dec at 12:29 PM

Looks like she has breached editorial impartiality. We are clarifying now and I will call you with a response. If correct she will be stood down.

Text Message

You missed a call, but the caller didn't leave a message.

iMessage

D, confirming my view is that she has breached our editorial policies whilst in our employment. She also failed to follow a direction from her producer not to post anything whilst working with the ABC. As a result of this, I have no option but to stand her down. Call me if you can, but if not possible, I will action within the hour.

Text Message



iMessage



New iMessage

Cancel

To: Oliver-Taylor Chris

Text Message

You missed a call, but the caller didn't leave a message.

iMessage

Aus are going to run a yarn. I'm going to action this now and try and beat the story.

Actioned. Statement going out. I have requested a full review as to how she was hired in the first place. Apologies again.

Text Message

Thu, 21 Dec at 8:52 AM

You missed a call, but the caller didn't leave a message.

iMessage

Fri, 22 Dec at 10:37 AM

Checking in, all ok?

Tue, 2 Jan at 8:34 AM



iMessage

