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File Title: ANTOINETTE LATTOUF v AUSTRALIAN BROADCASTING CORPORATION  
Registry: NEW SOUTH WALES REGISTRY - FEDERAL COURT OF AUSTRALIA



A handwritten signature in blue ink, reading "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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# REDACTED



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Form 59  
Rule 29.02(1)

## Affidavit

No. ~~NSD~~89 of 2024

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

### Antoinette Lattouf

Applicant

### Australian Broadcasting Corporation

Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street Sydney, NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

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Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant.  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Fax 02 9261 3318  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au) [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
**Address for service** Level 29, 161 Castlereagh Street, Sydney, Sydney NSW.  
(include state and postcode)

[Version 3 form approved 02/05/2019]

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I, Antoinette Lattouf, Level 29, 161 Castlereagh Street Sydney, NSW 2000, say on oath:

1. I am the applicant in these proceedings.
2. I am 40 years of age and am of Arab descent. My parents are Lebanese and are first generation migrants to Australia. I was born in Sydney Australia.

### **Employment History**

3. I commenced my career in journalistic roles in 2007 and worked in a variety of different positions as an employed journalist until early 2022 working at various Australian broadcasters.
4. From 2022 to the date of this affidavit, I have worked as a freelance journalist, content creator and public presenter.
5. In 2022 I chose to pivot my career to focus on being a public facing presenter and commentator. This decision was made to give me the flexibility to work across a range of different projects and styles and reach broader and varied audiences.
6. All of my work engagements are public facing, whether they are on air for TV, radio or on a podcast, in front of a live audience, or for an online audience.
7. As a freelance journalist and presenter, I have frequently appeared on mainstream television and radio, including on panel shows such as Studio10, Q&A, Insiders, Sky News, The Drum, local radio as well as creating my own content.

8. Some of my more recent pursuits include guest hosting Catalyst, co-hosting The Briefing podcast, launching and co-hosting The Antoinettes podcast, writing regular columns for Nine newspapers and presenting on ABC Sydney.
9. Having public facing roles is fundamental to my role as a freelance journalist and presenter. Without this exposure, I consider my reputation and ability to secure job opportunities would suffer significantly. This is because, the media increasingly relies on the profile of its talent to promote content on social media as a way to engage its audiences. The more public exposure I have, the more I am exposed to potential future employers or project collaborators.

### **My Political Opinions**

10. I oppose the Israeli military campaign in Gaza. I have expressed this opinion on multiple occasions, publicly. Copies of screenshots of my social media posts, and news articles in which I have communicated this opinion are annexed to this affidavit and marked **AL-1**.
11. I support the human rights of Palestinians. Copies of screenshots of my social media posts in which I have communicated this opinion are annexed to this affidavit and marked **AL-2**.
12. I have questioned the authenticity of footage of demonstrators chanting antisemitic chants at the Sydney Opera House. Copies of screenshots of my social commentary on this issue are annexed to this affidavit and marked **AL-3**.
13. I believe that media organisations should report the conflict between Israel and Palestinians accurately and impartially. Copies of screenshots of my social media posts in which I have communicated this opinion are annexed to this affidavit and marked **AL-4**.
14. Exhibited to me at the time of swearing this affidavit and marked '**Exhibit 1**', are copies of the videos I have posted to social media expressing the opinions referred to above.

### **My recent employment with the ABC**

15. Since becoming a freelance journalist, presenter and speaker I have worked with the ABC on occasion.
16. From March 2022, I was engaged as a casual radio presenter with the ABC and was assigned various roles over the course of 2022.
17. From early May 2022, I presented a weekly digital radio program for 6 weeks with the ABC. In mid-May 2022, I filled in for Josh Szeps on the ABC "Sydney Afternoons" radio show for a duration of 2 days. In mid-September 2022, I filled in for Sarah McDonald, presenting "Evenings" radio, for two weeks.
18. In late September 2022, I attended a meeting with Elizabeth Green, ABC Radio Sydney Content Director. Ms Green is the manager of local radio and all of the producers and presenters of 702 reported directly to her. During this meeting, Ms Green said words to the effect of "we would love to have you back on air and as part of the 702 family".
19. In December 2022, I hosted ABC "Summer National Mornings" for two weeks.
20. On 17 November 2023, I had a telephone conversation with Ms Green to the following effect:
 

Ms Green:        *We would love you to fill in to present 'Sydney Mornings' for the week commencing 18 December and fill in for Sarah McDonald. Are you available?*

Me:                *Yes, I am. I would love to.*

Ms Green:        *Ok, great. I will email you with the details shortly.*
21. I would not have agreed to work for the week with the ABC had I thought it was possible that I would not be on air for the duration of that period. Being on air as a radio presenter for the specified period was important to both maintaining and building my overall public profile and is why I chose to accept the role. It is

fundamental to my work that I am frequently and consistently exposed to the widest possible audience. Working as a presenter on ABC radio was consistent with this, my working relationship with the ABC and my career objectives more generally.

22. Following the telephone conversation referred to above at paragraph **20**, I exchanged emails with Ms Green and Julia O'Shea Planning Co-ordinator ABC Sydney from 17 November 2023 to 20 November 2023 in respect of the terms and conditions of my employment. A copy of the relevant email chains are annexed to this affidavit and marked "**AL-5**".
23. On 24 November 2023, I received email correspondence from Mr Aidan Fonternel, Production Manager. A copy of that correspondence is annexed to this affidavit marked "**AL-6**".

### **My employment on 702 ABC Mornings December 2023**

24. On 14 December 2023, I attended the ABC's studio to undertake some training and familiarise myself with the studio I would be working in during the coming week. I was paid for this shift.

#### Monday 18 December 2023

25. On 18 December 2023, I presented my first show for Sydney Mornings. I did not receive any negative feedback from my colleagues in respect of my performance on air.
26. At approximately 3:35pm, I received a telephone call from Ms Green.
27. We had a conversation during which words to the following effect were spoken:

Ms Green: *We have received heaps of complaints from pro-Israel lobbyists who are not happy that we have put you on air.*

Me: *Have I done or said anything wrong?*

Ms Green: *No, the show was excellent. Your journalistic integrity is excellent. I back you.*



- Me: *If I say the sky is blue, they are going to have a problem with it.*
- Ms Green: *Yes, I agree. I just wanted to give you a heads up. And be honest with you. It really angers me that we even have to have this conversation, it's unfair.*
- Me: *Thank you for your honesty.*
- Ms Green: *It's probably best that you keep a low profile on Twitter and maybe don't tweet anything.*
- Me: *I think it's a bit unfair to ask me not to tweet or post at all. What if I stick to completely factual information from reputable sources, like an Amnesty International Report? If another journalist dies, I can't just say nothing. I would share something from the committee to protect journalists. Of course, I am not going to rely on conjecture or spread misinformation.*
- Ms Green: *Yes, ok I understand. That's fine, facts and reputable organisations.*

28. Later that evening, I sent email correspondence to Ms Green thanking her for the "open and honest" discussion we had earlier that day. A copy of that email correspondence is annexed to this affidavit and marked "**AL-7**".

Tuesday 19 December 2023

29. On Tuesday 19 December 2023, when I arrived for my usual shift, I had a conversation with Ms Green to the following effect:

- Me: *Did you see my email from last night?*
- Ms Green: *Yes, sorry I didn't get back to you. That's all completely fine.*

30. Following the conversation at paragraph 29 I proceeded to complete my shift as usual.

31. At the completion of my shift, I had a conversation with Mr Yuske Aso, Producer, to the following effect:

Mr Aso: *You nailed it, the pace was excellent and the talkback was really engaging. You nailed the brief.*

Me: *Oh, great. I'm glad it's sounding good.*

Wednesday 20 December 2023

32. On Wednesday 20 December 2023, I finished presenting at 11am. I said goodbye to the listeners by saying words to the effect of *"I'm back tomorrow. Can't wait. I'll talk to you then."*
33. Following the show, Ms Green invited me to attend an all-station meeting, where the entire 702 production team participated in a debrief.
34. During the meeting, Mark Spurway, Acting Station Manager, ABC Radio Sydney, commented that I was "sounding great on air".
35. Additionally, during the meeting, Steve Ahern, Manager, ABC Radio Sydney also said words to the effect of "As you know, we won't be covering Israel and Palestine. We will leave that to AM, PM and the World Today".
36. Following the all-station meeting, I attended a meeting at my desk with Mr Aso and Michaela Morgan to plan the schedule for the show for 21 December 2023 and 22 December 2023.

**Termination Meeting**

37. Just after the planning meeting referred to above at paragraph **36**, at approximately 1:30pm, Mr Ahern approached me and requested that I join him in his office for a "quick chat".
38. I then followed him into his office.
39. Ms Green and Mr Spurway were also in the meeting which took place in Mr Ahern's office.
40. A conversation to the following effect then ensued.

Mr Ahern: *Unfortunately, as a result of a specific social media post which you have shared on Instagram, we have made the decision that you will not be returning to complete your last two shifts on air.*

41. Mr Ahern proceeded to show me an Instagram post from Human Rights Watch, which I had shared on Instagram, as a story, earlier that day. A copy of the post is annexed to this affidavit and marked "AL-8".

42. The conversation then continued to the following effect:

Me: *No, but I asked Elizabeth. She told me I could post if it was from a reputable source, we talked about examples like Amnesty International and the Committee to Protect Journalists.*

Ms Green: *Yes, I've told them that I said that.*

Mr Ahern: *You were asked not to post, and now you have breached the social media policy by posting the Human Rights Watch post.*

Me: *How does it breach the policy? We're not even covering Gaza at all on the show.*

Mr Ahern: *It calls into question the ABC's impartiality. You can return to your desk, get your bag and leave.*

43. I returned to my desk to collect my belongings as instructed. **opinion only**

44. A conversation with Mr Aso and Ms Morgan then ensued.

Mr Aso: *Are you ok?*

Ms Morgan: *What happened?*

Ms Lattouf: *I have been fired.*

Mr Aso: *What? I am so sorry. You have done nothing wrong. This is bullshit.*

Ms Morgan: *We back you. This is wrong. The ABC is lucky to have you. Do you want us to take you out for a coffee as you leave the building?*

Me: *No. That's fine. I'll go. I just need a second to gather myself.*

45. Following the [REDACTED] meeting, I promptly proceeded to leave the building via the lift.

46. As I approached the lift, I saw Ms Green. We had a conversation to the following effect:

Ms Green: *(crying) I am so sorry I tried to stop them. This is coming from higher up.*

Me: *I just don't understand. How did it breach the social media policy? I just shared a Human Rights Watch post like we agreed.*

Ms Green: *I know, I know. It's just that the post wasn't balanced.*

Me: *How do you make starvation balanced?*

Ms Green: *I fought so hard for you. I'm sorry I tried so hard. They were going to try to get rid of you on Tuesday. I shouldn't be telling you this but the decision came from David Anderson.*

Me: *Well, they won. I will never be on air again.*

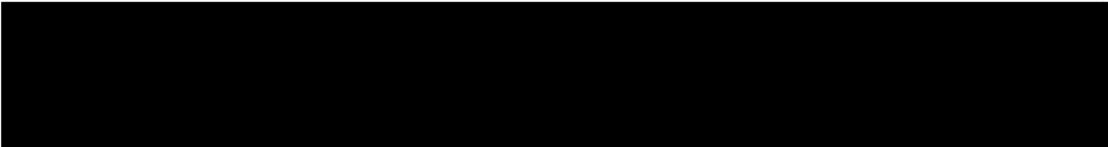
Ms Green: *Not if I have anything to do with it. I trained you I picked you and I believe in you. I'm so sorry.*

47. Before I arrived home from the ABC studio, I received a notification that an article from The Australian newspaper had been published which referred to an ABC spokesman and asserted that I had been 'sacked' from my employment. A copy of the article is annexed to this affidavit and marked "**AL-9**".

48. At 2.53pm I engaged in a text message exchange with Ms Green. Copies of our text message exchanges are annexed to this affidavit and marked "**AL-10**".

49. Later that evening, at 5:23pm, I sent an email to Mr Ahern, Mr Spurway and Ms Green requesting some further information in relation to my dismissal. A copy of that email correspondence is annexed to this affidavit and is marked "**AL-11**".

opinion only

50. I have not received a response to the email referred to in paragraph 49.
51. I was not directed to perform any work for the remainder of the week. I was not provided with any alternative duties or options.
52. I did not receive any communications from anyone employed by the ABC in relation to performing work on Thursday 21 December 2023 or Friday 22 December 2023.
53. 
54. I did not return to work, nor did I perform any work for the ABC, on Thursday 21 December 2023 or Friday 22 December 2023.
55. I caused an application to be filed in the Fair Work Commission on 22 December 2023.
56. On 4 January 2023, I received payment for Thursday 21 December 2023, and Friday 22 December 2023. I was surprised to receive these funds. I did not return them. A copy of the payslip, recording receipt of these funds is annexed to this affidavit and marked "**AL-12**".
57. On 16 January 2024, The Age newspaper reported that Ms Ita Buttrose, ABC Chair, had engaged in communications with members the public, including members of a Whatsapp lobbying group, who demanded that my employment be terminated. A copy of this article is annexed to this affidavit and marked "**AL-13**".
58. On 27 January 2024, the Sydney Morning Herald newspaper reported that at least on one occasion, Ms Buttrose communicated with a member of the public, including a member of a Whatsapp lobbying group, that I no longer

worked at the ABC. A copy of the article is annexed to this affidavit and marked "AL-14".

**Loss and Damage**

[REDACTED]

59.

[REDACTED]

60.

[REDACTED]

61.

[REDACTED]

62.

[REDACTED]

63.

[REDACTED]

64.

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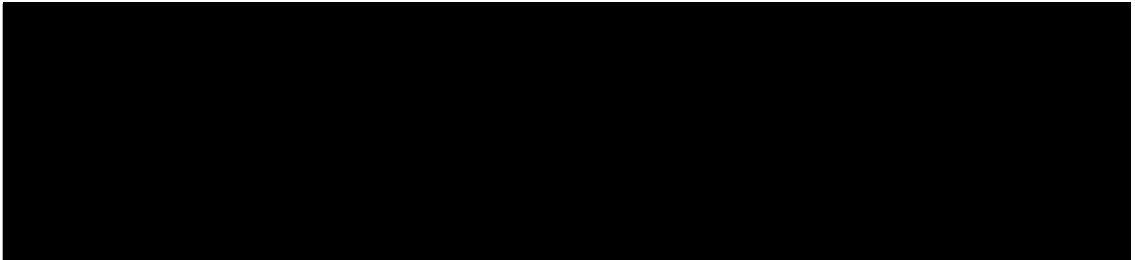
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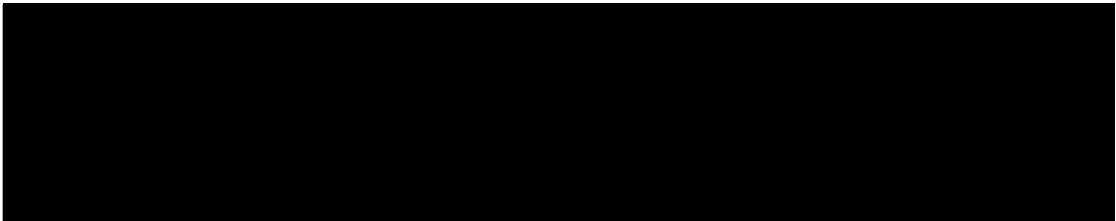
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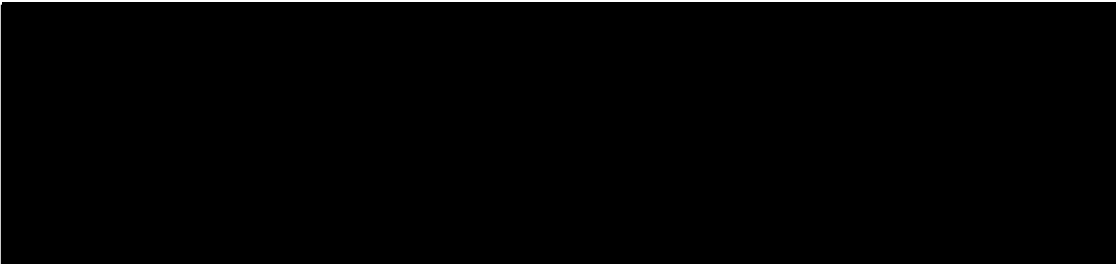
71.



72.



73.



*Impact on my health and wellbeing*

74. The impact of the termination on my health and wellbeing has been significant.  
**opinion only**

**opinion only** 75. Immediately after I was terminated, I initially felt a combination of shock and humiliation. The termination of my employment, including the allegation that I had engaged in editorial wrongdoing and breached a management directive, was widely publicised. As a presenter and freelance journalist, my reputation and integrity are everything to me. This caused me great distress. Over the weeks following the termination of my employment, I experienced notable dips



in my mood, I became increasingly anxious and found myself crying frequently throughout the day.

76. Given the public scrutiny surrounding my termination, I have also experienced feelings of paranoia. On occasion, I have felt as though someone has been following me in their car, which has caused me to feel unsafe. On one occasion around mid April 2024 I saw the same man and same car following me a couple of streets from my home as I was walking. I saw the man perform multiple U-turns and drive slowly, glaring at me [REDACTED]. I ran to a local cafe in tears, seeking refuge and help. I did not leave the cafe until my husband came and safely escorted me home. At the time I was convinced the man knew who I was and was intimidating me. I have never been able to determine if this is why he was behaving this way and haven't seen him again.
77. I have never felt feelings of paranoia prior to the termination of my employment with the ABC. opinion only
- opinion only
78. On two occasions (once immediately after my termination in December) and another time in late May I received threatening phone calls from private numbers. A male said words to the effect "*I will find you and end you and shut your antisemitic mouth once and for all*". In late May a woman called screaming at me saying phrases that included "*Go back to Gaza*" and "*I wish you and your kids were in that tent in Rafah*" and to "*watch your back*".
79. After receiving the second threatening phone call, I became increasingly worried about my safety and security and was concerned that my family and I could be located and targeted. I decided to get a private technology security audit undertaken on my phone. This took place 4 July 2024 at ICT Technology in Sydney. A copy of the invoice for the above services is annexed to this affidavit and marked "**AL-23**". On the same day I engaged security services of Precision Integrity where I was given tips and tools on how to keep my home and whereabouts private and what to do if I'm being followed or intimidated in public.

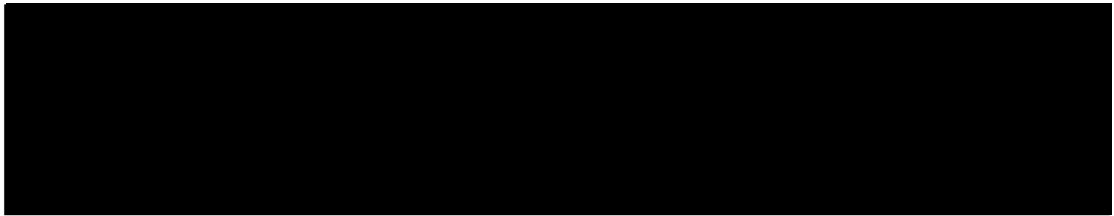
80. opinion only I have received a number of death threats since the termination of my employment with the ABC, via social media and on my mobile phone. On social media I have blocked dozens of people who sent me abusive and threatening messages on Instagram and Facebook. These ranged from name calling to wishing harm on me, to telling me if they saw me, they would hurt me. I no longer have access to these messages given I have blocked the individuals who sent the messages.
81. I have had trouble sleeping. My anxiety is heightened. My appetite has been suppressed. I have had three panic attacks in public places over the past 10 months. These cause me to sob, gasp for air and behave erratically. I feel as though I cannot regulate my breathing. It ordinarily takes me 1 to 2 hours to regain my composure.
82. I drink alcohol more frequently, as this calms my anxiety and helps me sleep. I used to only drink 2 to 3 glasses of alcohol a week. I now frequently drink 8 to 9 glasses a week.
83. opinion only I also regularly take sedatives to help me sleep. I did not take these, prior to the termination of my employment, unless I was doing shift work.
84. I am currently seeing my psychologist more frequently. I used to see my psychologist every four months. I am now seeing her as regularly as I can and sometimes weekly.
85. My personal relationships have also been adversely impacted. I have had to explain to my children why there are stories about me in the media after their peers at school have brought in newspaper clippings. My daughters have witnessed me having a panic attack at a shopping centre and there were no other parents or guardian to assist in caring for them. At 9 and 12, they cared for me and tried to reassure me that I would be okay and pleaded with me to stop crying. I continue to drive my children to school, but I no longer feel safe on public transport.

86. This has been deeply distressing for me. My heightened anxiety has also impacted on impacted many friendships as I don't have the emotional energy to engage with people as I am increasingly distrustful.

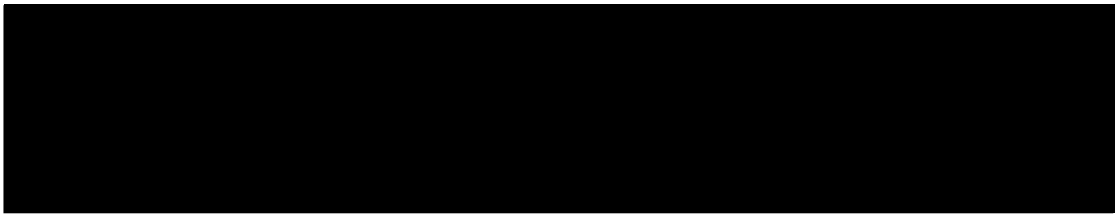
*My commitment to the ABC*

87. I believe, deeply, that the ABC has a vital role to play in ensuring the independence and integrity of journalism in Australia. It has been a highlight of my career to have worked for the ABC, and I am very proud of those engagements. It is an institution that plays a pivotal role in our democracy.

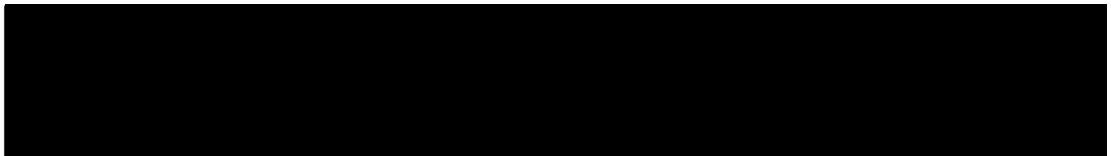
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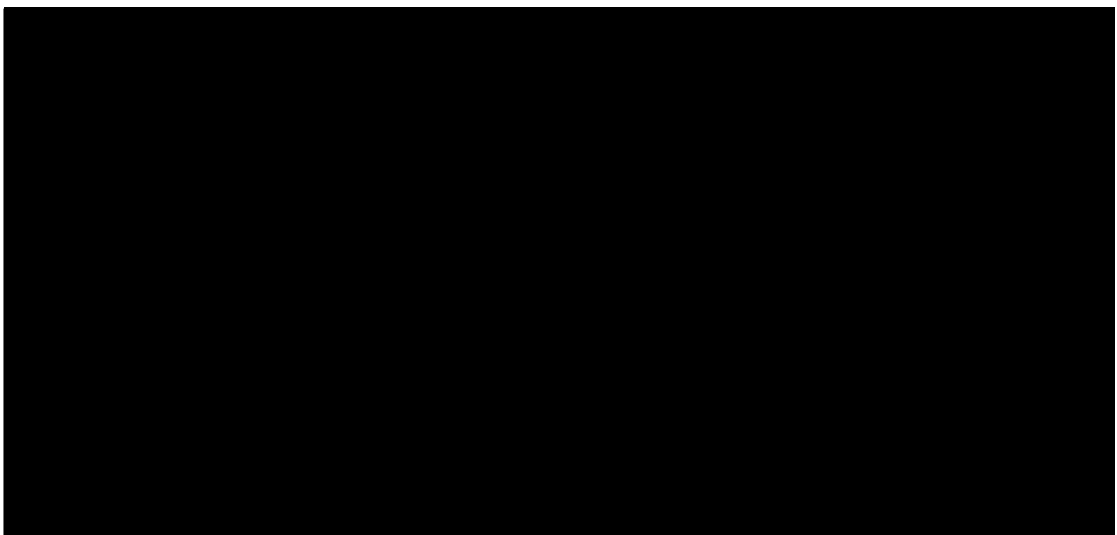
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90.



91.



Sworn by the deponent  
at Sydney  
in NSW  
on 9 September 2024  
Before me:

)  
)  
)  
)  
)



Signature of deponent



Signature of witness  
Penelope Parker, Lawyer

Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant


**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-1" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

  
*Penelope Parker,*  
*Lawyer*

ANNEXURE "AL-1"

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
**Address for service** Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

[Version 3 form approved 02/05/2019]



Video



antoinette\_lattouf  
antoinette\_lattouf · Original audio

1:12

A MUST WATCH



201



Liked by three\_boys\_and\_a\_dog\_ and others

antoinette\_lattouf What.She.Said.

(And thoughts/prayers etc for whoever has to go through lobby complaints to ABC over this interview)

[View all comments](#)

4 December 2023





Post



antoinette\_lattouf



I believe Israeli women. As a feminist, I'm appalled by reports of sexual violence on Oct 7.

Sadly, there's almost never been a conflict where rape hasn't been used as a tool of war. This should horrify and galvanise the masses.

It is also dangerous and disingenuous to discuss Hamas using rape as a tool of war without acknowledging that Israeli forces do too, and have done so, as long as there's been an Israel.

@antoinette\_lattouf

1/4



196



Liked by sarapetsas and others

antoinette\_lattouf Believing women is an important step, stopping the slaughter of thousands more in their name is an essential one.

[View all comments](#)

9 December 2023



10:09

◀ Safari

5G 79



Post



antoinette\_lattouf



If we focus solely on these rapes to stoke fear and outrage, does it justify 60+ days of Gaza being carpet bombed? Does it justify indiscriminate IDF violence that has killed 17 000+?

As intersectional feminists, we must care about the safety and future of all women and girls.

Remember, 70% of those murdered in Gaza are women and children.

@antoinette\_lattouf



196



Liked by sarapetsas and others

antoinette\_lattouf Believing women is an important step, stopping the slaughter of thousands more in their name is an essential one.

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9 December 2023





10:09

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5G 79



Post



antoinette\_lattouf ✓



Yes, we must should hold space and empathy for all women victims. Women are the first to suffer, but the last to be heard.

We must also see the Israeli military machine for what it is. One that is driven by blood-thirsty, extremist men who want to justify the ongoing annihilation of Palestinians.

Remember, 70% of those murdered in Gaza are women and children.

@antoinette\_lattouf →



196



Liked by sarapetsas and others

antoinette\_lattouf Believing women is an important step, stopping the slaughter of thousands more in their name is an essential one.

[View all comments](#)

9 December 2023



10:09

◀ Safari

5G 79



Post



antoinette\_lattouf



By the time you've read and interacted with this post, yet another life will be taken in Gaza. The scale of the body count is so huge, it would be near impossible to document how exactly that life was taken. Or which form/s of violence was used.

If that doesn't horrify and galvanise the masses, I don't know what will.

@antoinette\_lattouf



196



Liked by sarapetsas and others

antoinette\_lattouf Believing women is an important step, stopping the slaughter of thousands more in their name is an essential one.

[View all comments](#)

9 December 2023



NEWS & VIEWS

## 'No tactic is off the table': Women journalists call out tabloid media for 'targeted' accusations and 'half truths'

by Olivia Cleal | December 18, 2023



A few weeks ago, hundreds of journalists in Australia signed an open letter to mainstream media outlets, calling for ethical reporting during the humanitarian crisis in Gaza.

Lately, however, it seems ethics has been put on the backburner for many outlets – and it’s women journalists who are bearing the brunt of it all.

On Tuesday, *The Herald Sun*, part of Rupert Murdoch’s News Corp empire, claimed social media influencers are using accounts “dedicated to everything from makeup to parenting” to spread anti-Israel and pro-Palestine messages.

Speaking with *Women’s Agenda* this week, a handful of high profile women in Australia’s media industry shared their personal experiences of being targeted.

Broadcaster, columnist and author Antoinette Lattouf told *Women’s Agenda* she is seeking advice from defamation lawyers following *The Herald Sun*’s article, which suggested she is a “useful idiot for jihadists”.

She said she will resist their efforts to silence her and her colleagues.

“It seems like an orchestrated attempt to bully critical thinking and fact checking out of the craft of journalism,” she told *Women’s Agenda*.

“No where is this more obvious than around reporting of and discussion of Gaza. I will continue to report and comment without fear or favour, especially when so many innocent lives are at stake and there’s so much hate and division in Australia.”

**Content warning:** References to Islamophobia and anti-Semitism

## ‘Being a journalist in 2023’

ABC journalist Patricia Karvelas is the latest target of mainstream media claims. Over the weekend, *The Australian* claimed the ABC Radio National Breakfast presenter “appears to support the Albanese government’s ceasefire position”, after engaging in a discussion on the call for ceasefire with news.com.au’s Samantha Maiden.

The article said Karvelas, host of ABC’s *Q+A*, had also joined “the chorus of leftists” about the viral video – which is yet to be verified, according to an article in *Crikey* by journalist Antoinette Lattouf – that allegedly shows protestors chanting “Gas the Jews” outside the Sydney Opera House on October 9.

On Monday, Karvelas spoke out against the claims in *The Australian*, as well as accusations on Instagram that she “supports the murder of babies”.

“This is what being a journalist in 2023 is,” Karvelas wrote in an Instagram story.

“Another Murdoch hit piece against me today. It’s now so common I can set an alarm to it. There are so many important stories in this country, but that’s not their business model.”

*Patricia Karvelas is the host of ABC's current affairs program Q+A. Credit: Instagram*

Karvelas said she has witnessed many of her friends and colleagues in the industry go through similar targeting by mainstream media. Although she once thought ignoring false claims was the most effective strategy, she now believes “calling it out is the only option”.

Karvelas also said it was relevant to note that she had once been a journalist with News Corp.

“I was raised with strong values of integrity and the fact that they so easily target even those who worked their guts out for them demonstrates that their ideological obsession with the ABC is not about me or anyone else – it’s a world view,” she said.

“Journalism really matters. Being curious really matters. Journalism is under existential threat. Public broadcasting has never been more important.

“Women who don’t play by the rules will continue to be targeted but I for one will not allow myself to be intimidated by people who have such a clear agenda.”

## Antoinette Lattouf

Speaking with *Women’s Agenda* this week, broadcaster, columnist and author Antoinette Lattouf said targeted attacks on journalists from mainstream media seems like “an orchestrated attempt to bully critical thinking and fact checking out of the craft of journalism”.

“It is the worst humanitarian crisis and violence against children in modern times,” Lattouf said, “and yet sections of our media would rather invest time and energy in targeting female journalists and commentators who dare to deviate from reciting IDF (Israeli Defence Force) talking points, rather than interrogating those responsible for fractures in social cohesion locally and the ongoing slaughter of children in Gaza.”

*Antoinette Lattouf is an Australian broadcaster, columnist and author. Credit: Supplied*

Lattouf has also experienced first hand misleading claims from mainstream media and knows how harmful it can be on a journalist's work.

Last week, Lattouf and Cam Wilson from *Crikey* [investigated](#) the viral video of the pro-Palestine rally outside of the Sydney Opera House on October 9, two days after Hamas attacked Israel.

The video that was quickly circulated online shows protestors chanting “Gas the Jews”. Crucially, the journalists’ investigation found police and fact-checkers are still yet to verify whether the chants actually occurred.

In her article, as well as an Instagram reel on her own account, Lattouf notes that a small group of teenagers who started chanting “F\*ck the Jews” were removed from the protest.

While *Crikey*’s investigation was extensive, and Lattouf also dived deeper into the viral video and the protests in the Instagram reel, News Corp’s Sky News host Sharri Markson claimed Lattouf and “many on the left” deny that “anything anti-Semitic was chanted at all”.

Lattouf posted a video on Instagram responding to Sky News’ claims over the weekend.



antoinette\_lattouf  
Original audio



[View more on Instagram](#)

4,050 likes

antoinette\_lattouf

Some thoughts on the Sky News segment about me and the Opera House viral video  
Plus debunking stuff.  
Because  
Journalism.  
(Worth watching to the end methinks But what would I know?)

\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\*

\*\*Please be kind to each other in the comments and don't spread even more hate and division\*\*

[View all 429 comments](#)

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In the video, Lattouf said that Sky News and Markson did not reach out to her for comment before “creating a segment on half truths and hysteria”.

Despite the silencing intentions of mainstream media, Lattouf told *Women's Agenda* that it will not stop her work.

“The intention of tabloid media campaigns which target individuals with a platform is to get us to shut up,” Lattouf said. “To look away, to stop investigating and stop revealing harm. Essentially to stop doing our job.

“And if we don't try to shut up they discredit us in a bid for us to lose our jobs. No tactic is off the table from reporting blatant lies about us, mischaracterisations, and pressuring employers.



“I will continue to report and comment without fear or favour, especially when so many innocent lives are at stake and there’s so much hate and division in Australia.”

## ‘Undeterred’

Author, speaker, activist, and feminist Clementine Ford has also been vocal throughout the humanitarian crisis in Gaza, as well as the way mainstream media reports on the crisis.

But as she tells *Women’s Agenda*, her livelihood has suffered as a result of targeting not only from media outlets, but also from severe online trolling and disturbing attacks on her work.

*Clementine Ford speaking at her book launch for her latest book, 'I Don't'. Credit: Women’s Agenda*

“A small but concentrated group of people are trying to force my publisher to sever ties with me. I’ve lost one major contract and had it explicitly outlined to me that it’s because my focus on Palestine is ‘risky’ for their business,” Ford told *Women’s Agenda*.

“There’s a highly defamatory petition being circulated that outright labels me an antisemite. People are tearing the covers off my books in department stores. It’s insanity.

“Because what are any of us doing really, except refusing to stay silent on a genocide that has slaughtered almost 20,000 people so far and half of them children?”

Ford said the attacks on journalists and women in the media industry, including herself, is a clear example of the Murdoch media’s intentions to uphold “the establishment and structural power”.

Lauren Dubois, a former political journalist, has a large following on social media for her commentary and activism and is never immune from criticism for her work.



@thelaurendubois

Not real comments. The real ones were worse. #womenoftiktok

Just A Girl (From "Clueless") -  
Soundtrack Wonder Band

“I’ve been dismissed as a ‘mummy blogger’, as if mothers are ignorant and useless, and should just stick to sharing recipes and home decor tips. Don’t forget to smile pleasantly while you do it!” Dubois told *Women’s Agenda*.

“It must really infuriate them to know that this mother is capable of raising children AND holding the powerful to account with facts, insight, and evidence. Which is what the media is supposed to be doing.”

Dubois has noticed significant impacts on her career and her life as a result of speaking out against mainstream media.

“Job opportunities have dried up and my income has been more than halved in the last couple of months,” she said.

“I’ve had people approaching my publisher as well as stockists of my book asking them to cut ties with me. I’ve had people contacting brands I’ve worked with to get them to cancel contracts.

“I am undeterred.”

## Jan Fran

Journalist Jan Fran has been a strong leader in calling for ethical reporting during the humanitarian crisis in Gaza.

Last month, she wrote a 600-word essay on the issue and was a key driver in the [open letter](#) signed by journalists in Australia to media outlets weeks later.

On November 5, *The Daily Mail* reported on Fran's essay, saying she "lashed out" at the media industry.

"*The Daily Mail* loves the term 'lashes out'... when really, they wrote a 600-word essay. It's not really lashing out, is it?" Fran said in a video on Instagram.



Fran accused *The Daily Mail* of "stealing" her work and "misquoting" her, which often triggers severe online trolling for journalists who are victims of misleading claims by mainstream media.

"There's a bit in the body of the piece where they say 'Fran took aim at the journalism industry, labelling it a malevolent, biased, agenda-driven institution controlled by lobby groups'," she said in her Instagram video.

"No I fucking didn't. What I said was I don't blame the people who think that of the media industry.

"The whole point of my piece was the opposite – that often, it is not that, that journalists act righteously. They believe that they're doing a good thing.

“See this is what *The Daily Mail* does – they steal people’s work, they misquote it, they put it out to their following, and then those people get trolled for things they didn’t say.

“Not cool, man.”

PHOTO CREDIT: Instagram

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[ETHICAL JOURNALISM](#)

[FEMALE JOURNALISTS](#)

[GAZA](#)

[MURDOCH](#)



**Antoinette Lattouf**

@antoinette\_news

It's utterly unconscionable that we're allowing the slaughter of 3000+ children & other civilians to continue in Gaza. It's time Australian politicians & news editors stop reciting IDF talking points. There's nothing complex about this situation. These are horrific war crimes  
[x.com/WAFANewsEnglis...](https://x.com/WAFANewsEnglis...)

This post is unavailable.

10:39 pm · 5 Nov 2023 · **33.7K** Views



**Antoinette Lattouf**

@antoinette\_news



**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 · 25 Nov 2023 · **10.4K** Views

**45** Reposts   **5** Quotes   **221** Likes   **4** Bookmarks



**Antoinette Lattouf**

@antoinette\_news

Netanyahu keeps talking about “eradicating Hamas” yet they don’t control West Bank & there’s still killing there. What happens after Hamas is eradicated? More oppression & occupation? Then guess what? Another armed resistance group emerges. Probably from the kids the IDF orphaned

10:25 pm · 25 Nov 2023 · **2,917** Views

**7** Reposts   **61** Likes   **2** Bookmarks

Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

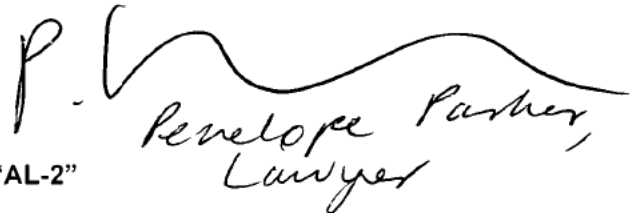
**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "**AL-2**" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:



ANNEXURE "AL-2"

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Filed on behalf of (name & role of party)	Antoinette Lattouf, Applicant
Prepared by (name of person/lawyer)	Penelope Parker, Lawyer for the Applicant
Law firm (if applicable)	Maurice Blackburn Lawyers
Tel 02 8267 0940	Tel 02 8267 0940
Email	<a href="mailto:jbornstein@mauriceblackburn.com.au">jbornstein@mauriceblackburn.com.au</a> ; <a href="mailto:pparker@mauriceblackburn.com.au">pparker@mauriceblackburn.com.au</a>
<b>Address for service</b> (include state and postcode)	Level 29, 161 Castlereagh Street, Sydney NSW 2000

---

[Version 3 form approved 02/05/2019]






Video



antoinette\_lattouf 

 antoinette\_lattouf · Original audio

1



10 points on Gaza/Israel  
in 60 seconds



10:19

◀ Safari

5G 78



## Video



antoinette\_lattouf For everyone saying this is a "complex" conflict. I've broken it down in 1 minute.  
(You're welcome)

1. You can and should condemn both Hamas and the Israeli government — both are extremists.
2. You can and should mourn civilian deaths — no matter who they are. Each innocent life lost is a tragedy.
3. You can and should condemn anti-Arab, and anti-Semitic sentiment. Hate is hate.
4. You can't "all sides" the rest. You can and should condemn illegal military occupation of Palestine that's been happening for 75 years.
5. You can and should remember human rights organisation internationally and in Israel have called the occupation "apartheid".
6. You can and should remember that the UN has called for an end to ethnic cleansing of Palestinians.
7. You can and should know that it is a war crime to cut off food, water and electricity to civilians in Gaza - women, babies and the elderly.
8. You can and should remember the celebrities and influencers here and abroad who took an interest when Jewish people were senselessly killed, and posted support — but have previously and will continue — to say nothing about apartheid and ethnic cleansing of Arabs killed in such large numbers, agencies struggle to even count the dead.
9. You can and should speak out against the occupation of Palestine — because that is the root of all of this.
10. You can and should know that unless the occupation of Palestine comes to an end — the pain, suffering and bloodshed will continue.

Note: comments off to limit hate speech. Please be kinder and more compassionate to one another.



10:19

◀ Safari

5G 77



## Video



2. You can and should mourn civilian deaths — no matter who they are. Each innocent life lost is a a tragedy.
3. You can and should condemn anti-Arab, and anti-Semitic sentiment. Hate is hate.
4. You can't "all sides" the rest. You can and should condemn illegal military occupation of Palestine that's been happening for 75 years.
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Note: comments off to limit hate speech. Please be kinder and more compassionate to one another.

#israel #gaza #freepalestine #warcrimes #releasehostages  
 #gazaunderattack #antisemitism #islamophobia #hate #peace  
 #humanity #deescalation #endoccupation #ethniccleansing  
 #middleeast

16 October 2023





Photo



antoinette\_lattouf



## Aussie journalists weigh in on Gaza war as fresh calls for ceasefire reveal escalating horror

womensagenda.com.au



49



Liked by rehumanised and others

antoinette\_lattouf But seriously, what would these dumb bitches know?

Like, who cares if a child is being killed in Gaza every 10 mins?

Like, who cares about the 39 premature babies slowly dying without incubators?

Like, who cares if more journalists have been killed in the past month than in more than 40 years?



10:10

◀ Safari

5G 78



## Photo



Liked by rehumanised and others

antoinette\_lattouf But seriously, what would these dumb bitches know?

Like, who cares if a child is being killed in Gaza every 10 mins?

Like, who cares about the 39 premature babies slowly dying without incubators?

Like, who cares if more journalists have been killed in the past month than in more than 40 years?

Like, who cares that so many journalists feel they are unable to report fairly on these atrocities because of war propoganda and Zionist lobby intimidation?

Like, who cares our government isn't calling for a ceasefire?

Like who cares that 101 UN workers have been killed in Gaza (an unprecedented amount)?

Like, who cares that doctors have to hold press conferences begging not to be killed and begging for power and medical supplies to save innocent lives?

Like, who cares that anti-Semitism, anti-Arab sentiment and Islamophobia is surging nationally and internationally?

Like, who cares about human rights/ending violence/ the hostages/ the political prisoners etc etc

Who the fuck cares? Not me. I'm too busy trying to nab Taylor Swift concert tickets and ensuring my next promotion and sponsorship deal isn't jeopardised if I speak out and actually do my job.

And by "job" I mean - be a half decent human being.

#gaza #ceasefire #ceasefirenow #journalism #pressfreedom #journalistsafety

[View all comments](#)

13 November 2023





Video



**They don't know if it's safer, they can only hope.**



94



Liked by justice\_for\_rohingya and others

antoinette\_lattouf We have signed the @oxfamaustralia petition will you join us?





Video



94



Liked by **justice\_for\_rohingya** and others

**antoinette\_lattouf** We have signed the @oxfamaustralia petition will you join us?

- @giaan.rooney
- @leahvandenb
- @osamah.sami
- @jamiliarizvi
- @celia\_pacquola
- @tequilagemmabird
- @z.okenyo
- @tassafierce
- @tamepunk
- @chikathat
- @dranitaheiss
- @juliazemiro
- @chanelc
- @mrbenjaminlaw
- @tarangchawla
- @kishwar\_chowdhury
- @patabboud
- @katemcccartney
- @kirstymarillier
- @tequilagemmabird
- @place\_names\_in\_addresses
- @bypeoni

The violence must end. #Ceasefire now.

View all comments

14 November 2023



Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-3" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:



*Penelope Parker,  
Lawyer*

ANNEXURE "AL-3"

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
**Address for service** Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

[Version 3 form approved 02/05/2019]





Video





Video



700



Liked by **casscatic** and **others**

**antoinette\_lattouf** 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 verify it. Those who posted it won't respond to my questions.

Authorities say they don't have the answers and are "still investigating" yet one verification expert shares various reasons why they believe there's a lot of editing including an "audiovisual mismatch". This verification conclusion took less than a day.

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

**\*\*Please be kind to eachother in the comments and don't spread even more hate and division\*\***

[View all comments](#)

13 December 2023





Video



antoinette\_lattouf

antoinette\_lattouf · Original audio



193





Video



193



Liked by [casscatic](#) and others

[antoINETte\\_lattouf](#) Many of you wanted a short, sharp recap of the investigation into the awful video appearing to show protesters chanting "gas the Jews" and why the original source has refused to provide unedited footage. So here you go!

For the full investigation and more context read the [@crikey.news](#) article I wrote with [@camwilsonreporter](#) in my bio. Or watch the longer video prior on my page

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

**\*\*Please be kind to eachother in the comments and don't spread even more hate and division\*\***

[View all comments](#)

13 December 2023





Post



antoinette\_lattouf



### Viral footage showed protesters chanting 'gas the Jews'. Nobody can verify it

1/6

Edited videos from the Australian Jewish Association prompted global outrage, but further evidence corroborating its claims has not emerged.

ANTOINETTE LATTOUF AND CAM WILSON DEC 13, 2023

Crikey.



VIDEO OF PRO-PALESTINIAN PROTESTERS CAPTIONED BY THE AUSTRALIAN JEWISH ASSOCIATION (IMAGE: X/@AUSTRALIANJA)

*Content warning: this article contains mention of subjects some readers may find distressing.*

The original source of videos appearing to show pro-Palestine protesters chanting "gas the Jews" has refused to provide unedited footage as police and independent fact-checkers have been unable to verify whether the chants happened.



211



Liked by casscatic and others

antoinette\_lattouf Full @crikey.news article here that I wrote with @camwilsonreporter. Shoutout to @crosscheckapac @rmituniversity for its audio authentication work.

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

View all comments

14 December 2023





Post



antoinette\_lattouf 



On October 9, pro-Palestine protesters gathered in front of the Sydney Opera House as it was lit in blue in solidarity with Israel after the October 7 Hamas attack. At least two men were arrested after [allegedly clashing with police](#) at the rally, where some members of the crowd shouted anti-Semitic chants such as “fuck the Jews”, according to [multiple reports](#). Prime Minister Anthony Albanese and Foreign Affairs Minister Penny Wong [condemned the protests](#).

Other videos shared by conservative Jewish group the Australian Jewish Association (AJA) taken during the protest purports to show some attendees also chanting “gas the Jews”. This account is significant as the “gas the Jews” chant is likely to meet the [criminal threshold for threatening or inciting violence](#) (unlike the other anti-Semitic slogans that were chanted) and because the viral footage has become totemic of the [rising wave of anti-Semitism](#) in Australia and around the world.

The morning after the protest, the AJA shared two videos to X, formerly known as Twitter, both consisting of multiple shots of the protest cut together along with captioned audio saying “gas the Jews”. The first is a [25-second video](#) shared with the text “Sydney, 2023 Muslim mob of 100s chant ‘Gas the Jews’”. The second is a [59-second video](#) with the description “UNCUT VERSION – SHOCKING ‘Gas The Jews’ on the steps of the Sydney Opera House”, and has been viewed more than 6 million times.

Based on these videos, news outlets around the world published reports of the “gas the Jews” chants, including [Reuters](#) (which noted that the video was “unverified”), the [New York Post](#) and [Fox News](#).



211



Liked by **casscatic** and **others**

antoinette\_lattouf Full [@crikey.news](#) article here that I wrote with [@camwilsonreporter](#). Shoutout to [@crosscheckapac](#) [@rmituniversity](#) for its audio authentication work.

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

[View all comments](#)

14 December 2023



10:23

◀ Safari

5G 76



Post



antoinette\_lattouf



In the aftermath of the protest, NSW Police rejected an application for a subsequent pro-Palestine protest. Premier Chris Minns [declared that activists](#) would not be allowed to "commandeer our streets" — although future protests were approved and have taken place — and his government introduced legislation to [strengthen hate speech laws](#) by making it easier to prosecute people who threaten or incite violence against protected groups.

But despite the enormous amount of attention and considerable response to the reports, third parties have been unable to verify the "gas the Jews" claim, and further footage corroborating the chants has failed to emerge. *Crikey* has reviewed other footage from the protest captured by other attendees but has been unable to find any corroborating the AJA's claim.

NSW Police told *Crikey* that no charges had been laid relating to the alleged chant more than two months after assistant commissioner Tony Cooke [told a press conference](#) it was reviewing footage of the protest.

In late November, *The Sydney Morning Herald* [first reported](#) that NSW Police had sent footage of the protest to an independent expert for analysis, but would not confirm what footage had been provided. On Monday, a spokesperson told *Crikey* it has since sent off additional footage for further scrutiny.

Soon after the protest, [organiser Fahad Ali posted on X](#) that he had heard "anti-Semitic chants from a group of idiots who were in a minority", and who he asked to leave. A further post from the organiser Palestine Action Group's Facebook page also acknowledged that a ["group of young boys"](#), mostly in their teens chant[ed] "fuck the Jews".

Ali confirmed to *Crikey* this week that he heard the other chant but did not hear "gas the Jews", nor had he seen any evidence it was chanted.

Barrister Mahmud Hawila, who has represented pro-Palestine protest organisers, shared minutes with *Crikey* from a meeting with deputy commissioner Mal Lanyon that took place on November 21 that show Lanyon saying NSW Police had "no evidence that those words were said". Hawila also said he showed the AJA's videos to police in October.

53059



211



Liked by casscatic and others

antoinette\_lattouf Full [@crikey.news](#) article here that I wrote with [@camwilsonreporter](#). Shoutout to [@crosscheckapac](#) [@rmituniversity](#) for its audio authentication work.

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

View all comments

14 December 2023





Post



antoinette\_lattouf



Hawila told Crikey he welcomed the news that NSW Police was consulting with an independent expert: "I think it is very important for the public to know the status of this long-winded investigation as it currently stands."

The NSW premier's office did not directly respond to *Crikey's* questions about whether the "gas the Jews" chant specifically prompted the reforms to hate speech or whether it had investigated the footage. Instead, a Minns spokesperson gave *Crikey* a generic statement about the reforms: "If you're going to have a law saying threats and incitement of violence are banned in NSW, that law needs to be fit for purpose."

A follow-up email from a Minns spokesperson said the premier's comments that a subsequent pro-Palestine rally was "not going to happen" was based on the protest's lack of authorisation from NSW Police – a decision reportedly made because organisers didn't give seven days' notice.

However, Minns has previously seemingly given credence to the "gas the Jews" chant claim. Earlier this month, *The Australian Jewish News* reported that Minns "slapped down" fellow NSW Labor MP Stephen Lawrence for raising questions in Parliament about the veracity of the AJA videos when discussing the government's hate speech reforms. The premier said he didn't "endorse these views or these comments" by Lawrence, but that to him "it certainly sounds like a despicable and racist chant".



211



Liked by casscatic and others

antoinette\_lattouf Full @crikey.news article here that I wrote with @camwilsonreporter. Shoutout to @crosscheckapac @rmituniversity for its audio authentication work.

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

View all comments

14 December 2023





10:24

◀ Safari

5G 76



Post



antoinette\_lattouf ✓



Analysis of the AJA videos by verification experts at RMIT CrossCheck found a number of signs that suggest audio was edited. This review seen by *Crikey* notes that the audio is often out of sync with the video, that a section of audio was repeated during a clip, and that some audio was repeated while different clips were being shown. These suggest that additional editing was done beyond splicing different video clips together.

RMIT CrossCheck's analysis by itself does not confirm or debunk whether the chant was heard during the rally. However, it does cast doubt on the AJA video's credibility as the sole source of these claims. The report suggests that verifying whether the chants happened would require obtaining the original footage, locating other footage or obtaining eyewitness accounts — none of which has happened to *Crikey's* knowledge.

The only footage that appears to show the chant has come from the AJA. The posts on X do not credit who filmed the various pieces of footages, who edited it together and who captioned the video. *Crikey* repeatedly called and emailed the AJA with questions about the footage, including who filmed it and how it was edited.

On one occasion, a woman answering the phone at the AJA said, "Why would we tell you where we got that footage from?" The following day, a man who answered *Crikey's* call declined to answer our questions. "We are too busy," he said.



211



Liked by casscatic and others

antoinette\_lattouf Full @crikey.news article here that I wrote with @camwilsonreporter. Shoutout to @crosscheckapac @rmituniversity for its audio authentication work.

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

View all comments

14 December 2023





Post



antoinette\_lattouf



ABOUT THE AUTHORS

# Antoinette Lattouf

CONTRIBUTOR @ANTOINETTE\_NEWS

Antoinette Lattouf is a broadcaster, columnist, author, speaker, diversity advocate, mental health ambassador and terrible at reverse parking. The multi-award-winning journalist is the co-founder of Media Diversity Australia – a not-for-profit organisation working towards increasing cultural and linguistic diversity in the media. Antoinette was named among *AFR*'s 100 Women of Influence.



# Cam Wilson

ASSOCIATE EDITOR @CAMERONWILSON

Cam Wilson is *Crikey*'s associate editor. He previously worked as a reporter at the ABC, *BuzzFeed*, *Business Insider* and *Gizmodo*. He primarily covers internet culture and tech in Australia.



TOPICS

- AUSTRALIAN JEWISH ASSOCIATION
- GAZA
- HATE SPEECH
- ISRAEL
- PALESTINE
- PROTESTING
- X (PREVIOUSLY KNOWN AS TWITTER)



211



Liked by **casscatic** and **others**

**antoinette\_lattouf** Full @crikey.news article here that I wrote with @camwilsonreporter. Shoutout to @crosscheckapac @rmituniversity for its audio authentication work.

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

[View all comments](#)

14 December 2023





Video



antoinette\_lattouf

antoinette\_lattouf · Original audio



429





Video



429



Liked by [spuurrrkk\\_b](#) and **others**

[antoinette\\_lattouf](#) Some thoughts on the Sky News segment about me and the Opera House viral video.

Plus debunking stuff.

Because.

Journalism.

(Worth watching to the end methinks. But what would I know?)

**\*\*Content warning: this article contains mention of subjects some audiences may find distressing\*\***

**\*\*Please be kind to eachother in the comments and don't spread even more hate and division\*\***

[View all comments](#)

15 December 2023



Form 59  
Rule 29.02(1)

## Affidavit

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**

Applicant

**Australian Broadcasting Corporation**

Respondent

Affidavit of: **Antoinette Lattouf**

Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000

Occupation: Freelance Journalist and Presenter

Date: 9 September 2024

### CERTIFICATE IDENTIFYING ANNEXURE

This is the annexure marked "**AL-4**" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

*P. Parker, Lawyer*  
Penelope Parker, Lawyer

**ANNEXURE "AL-4"**

---

Filed on behalf of (name & role of party)	Antoinette Lattouf, Applicant
Prepared by (name of person/lawyer)	Penelope Parker, Lawyer for the Applicant
Law firm (if applicable)	Maurice Blackburn Lawyers
Tel 02 8267 0940	Tel 02 8267 0940
Email	<a href="mailto:jbornstein@mauriceblackburn.com.au">jbornstein@mauriceblackburn.com.au</a> ; <a href="mailto:pparker@mauriceblackburn.com.au">pparker@mauriceblackburn.com.au</a>
<b>Address for service</b> (include state and postcode)	Level 29, 161 Castlereagh Street, Sydney NSW 2000

[Version 3 form approved 02/05/2019]



Video



antoinette\_lattouf ✓

antoinette\_lattouf · Original audio



Gaza/Israel  
War on Journalism  
EXPLAINED



10:28

◀ Safari

5G 74



Video



Liked by bonstone\_yuux and others

antoinette\_lattouf There's another war being waged in Gaza/ Israel — its on journalism & truth telling.

The @committeetoprotectjournalists says at least 29 journalists are dead — 24 Palestinian, 4 Israeli, and 1 Lebanese.

At least 48 media facilities in #Gaza have been hit or destroyed

Now with the internet and cellular cut off, any remaining journalists in Gaza are unable to get information + images out.

#Journalists are more important than even to fact check, verify and question political rhetoric.

Even outside of the Middle East the fight over facts continues.

The US board of the science journal eLife fired its editor-in-chief, Michael Eisen, after he posted a message on social media about an article with a link to a satirical website calling out the indifference to the lives of Palestinian civilians. Eisen is Jewish & has family in Israel.

In the UK veteran cartoonist Steve Belle was sacked by The Guardian after 40 years over his depiction of Israeli PM Netanyahu in an unpublished cartoon. Bell was accused of antisemitism.



10:28

◀ Safari

5G 74



## Video



#Journalists are more important than even to fact check, verify and question political rhetoric.

Even outside of the Middle East the fight over facts continues.

The US board of the science journal eLife fired its editor-in-chief, Michael Eisen, after he posted a message on social media about an article with a link to a satirical website calling out the indifference to the lives of Palestinian civilians. Eisen is Jewish & has family in Israel.

In the UK veteran cartoonist Steve Belle was sacked by The Guardian after 40 years over his depiction of Israeli PM Netanyahu in an unpublished cartoon. Bell was accused of antisemitism.

In Australia, the ABC has confirmed its Middle East correspondent Tom Joyner is "under investigation" for a private message on a group chat with other journalists for saying the story about beheaded babies was bullshit — even though CNN, the Biden administration and the IDF walked back those claims saying they don't have evidence.

Locally, I have many journalist friends who are being intimidated behind the scenes by pro #Israel lobby groups. They feel they are one article or one tweet away from being fired.

Journalists should question indiscriminate killing of children, war crimes, misinformation & the most far-right extremist leader in Israel's history, without having their lives or livelihoods at stake.

I'm yet to learn of anyone sacked for reporting on or condemning Hamas's hostage taking. I'm yet to learn of any journalist sacked or under investigation for a cartoon depicting Hamas as terrorists. And they shouldn't be! If I am wrong — feel free to correct me and share evidence of this.

It is a journalist's job to report without fear or favour. Or else all we are left with is war propaganda.

(Comments off to limit hate speech.)

28 October 2023

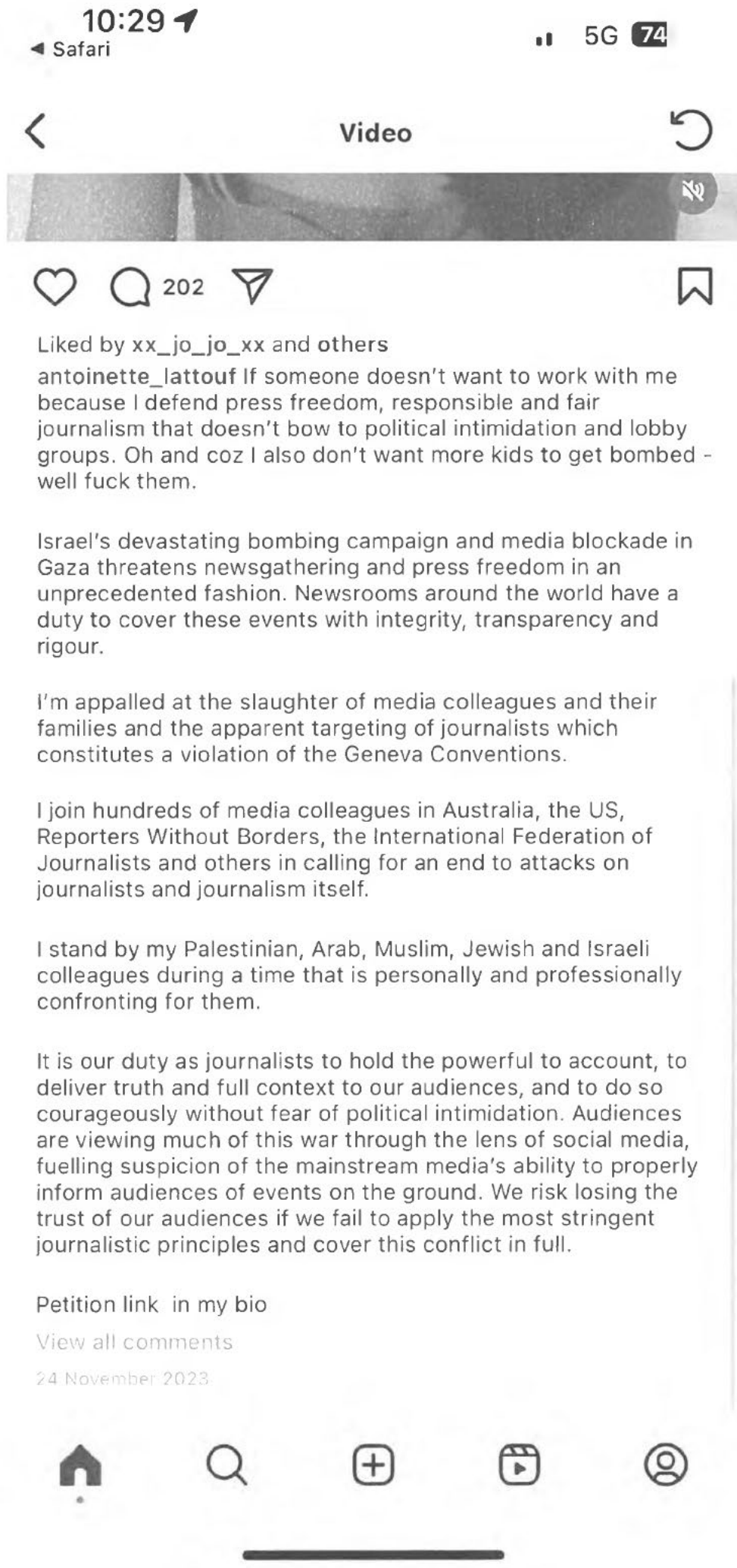






Video





10:28

◀ Safari

5G 74



Post



“I was warned I’d be pulled off my round if I signed and I was worried about consequences for other staff.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East.

There were too many responses to include all of them but you get the idea.

They come from journos in TV, print and online newsrooms, across both commercial and public broadcasters.

The aim with sharing these is to give you a glimpse of the pressure some journalists are under and to make it clear that even though many didn't sign the letter publicly, they support the letter privately.

[View all comments](#)

28 November 2023





Post



jan\_\_fran and antoinette\_lattouf



“I was warned I’d be pulled off my round if I signed and I was worried about consequences for other staff.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East





Post



jan\_\_fran and antoinette\_lattouf



“It’s very clear no one will treat you like a “real journalist” if you speak up on this issue. The term advocate is seen as something dirty in this industry. As someone with a big mortgage and a kid I can’t afford to lose my job but I’ve thought about resigning for weeks now.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East





Post



jan\_\_fran and antoinette\_lattouf



“Yes I did want to sign but I was worried about the repercussions. My editors have shown they will throw you under the bus and make sure you bear the consequences.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East





Post



jan\_\_fran and antoinette\_lattouf



“I’ve refrained from signing any public statements because I do worry about about consequences in the future. As a person of colour, the stakes are always higher in this industry.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East



10:28

◀ Safari

5G 74



Post



jan\_\_fran and antoinette\_lattouf



“I wholeheartedly support everything put forward in the letter but knew putting my name on that list would probably end with a talking to or with someone asking me to remove my name. As someone who is not senior in the industry, I know how replaceable I am and know this would follow me around for a long time.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East







Post



jan\_\_fran and antoinette\_lattouf



“It wasn’t about how signing the petition would affect my career progression, but rather risking not being allowed to cover the topic at all. Many people from Arab, Palestinian and Muslim communities tell me that Australia’s/ my organisation’s reporting has neglected and dehumanised them. That’s painful when you are part of those communities. Management will lecture us about being “objective” and claim we are biased, all while being terrified of upsetting of lobby groups and copping complaints.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East



10:28

◀ Safari

5G 74



Post



jan\_\_fran and antoinette\_lattouf



“Journalism that fails to interrogate the status quo - which includes illegal occupation and apartheid - is choosing a side. I suspect there are many others like me who wanted to sign the letter but didn't because they knew they'd be removed off stories and who does that benefit?”

The response by some media organisations to a constructive letter urging newsrooms to to apply more rigour and critical thinking to a coverage of Israel and Gaza is disappointing but sadly predictable.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East



10:27

◀ Safari

5G 74



Post



jan\_\_fran and antoinette\_lattouf



“I didn’t sign as I didn’t want to be taken off coverage and I thought I could be of better use as a reporter working on stories rather than being sidelined. I was also reprimanded for signing a petition on Palestine earlier in the war on Gaza so I knew I was being monitored.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East



10:27

◀ Safari

5G 74



Post



jan\_\_fran and antoinette\_lattouf



“I wanted to sign the letter but didn’t out of fear of being reprimanded, losing future opportunities and having the letter weaponised to discredit any future reporting on the subject. I anticipated the organisation I work for would respond in the way that it did - quashing reasonable critique of reporting on this subject and dismissing it as ‘activism.’”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East



10:27

◀ Safari

5G 74



Post



jan\_\_fran and antoinette\_lattouf



“I did not sign the letter but wanted to - not for fear of repercussions in my current job, but fear of repercussions in future jobs. This hyper-vigilance comes from decades of people in the industry (both junior reporters and giants, across Australia and the world) being scrutinised/suspended/investigated/fired/exiled over this exact story and conflict.”



225



Liked by erindickk and others

jan\_\_fran Testimonies from journalists who didn't - or couldn't - sign the letter calling for greater scrutiny in the reporting of the violence unfolding in the Middle East



Form 59  
Rule 29.02(1)

## Affidavit

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

### CERTIFICATE IDENTIFYING ANNEXURE

This is the annexure marked "**AL-5**" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

ANNEXURE "AL-5"

*P. Parker*  
*Penelope Parker,*  
*Lawyer*

---

Filed on behalf of (name & role of party)	Antoinette Lattouf, Applicant
Prepared by (name of person/lawyer)	Penelope Parker, Lawyer for the Applicant
Law firm (if applicable)	Maurice Blackburn Lawyers
Tel	02 8267 0940
Email	<a href="mailto:jbornstein@mauriceblackburn.com.au">jbornstein@mauriceblackburn.com.au</a> ; <a href="mailto:pparker@mauriceblackburn.com.au">pparker@mauriceblackburn.com.au</a>
Address for service (include state and postcode)	Level 29, 161 Castlereagh Street, Sydney NSW 2000

[Version 3 form approved 02/05/2019]

On Mon, Nov 20, 2023 at 11:16 AM Antoinette Chiha Lattouf [REDACTED] wrote:

Hello Elizabeth and Julia,

I would be delighted to host ABC Mornings from **Monday 18th - Friday 22nd December** and yes, I still have my ABC pass.

Some questions from me:

- Which producers will I be working with?
- Am I able to also do a shift on **Thursday 14th** where I plan some segments for the following week and have a little play in the studio between 11 and 1230
- What is the presenter's **pay rate and band**?

I look forward to hearing from you and jumping back into the studio.

Antoinette

Yes I still have my ABC pass.

ANTOINETTE LATTOUF

[www.antoINETTElattouf.com](http://www.antoINETTElattouf.com)

Co-host | [The Briefing Podcast](#)

Presenter & Speaker | [CMC Talent](#)

TEDx Sydney | [2022 talk here](#)

Author | [How to Lose Friends and Influence White People](#)

[Columnist](#) | [Charity Co-Founder](#) | [Mental Health Ambassador](#)

AFR's 100 Women of Influence



I respectfully acknowledge the Traditional Owners of the land on which we work and learn, and pay respect to the First Nations Peoples and their elders, past, present and future.

On Fri, Nov 17, 2023 at 3:51 PM Julia O'Shea <[OShea.Julia@abc.net.au](mailto:OShea.Julia@abc.net.au)> wrote:

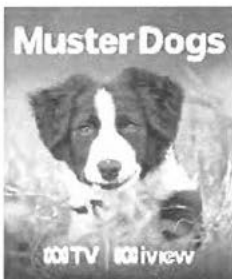
Hi Antoinette,

Just a note that I'll be in touch on email next week with another set of ABC engagement Ts & Cs – a very similar process to that which you completed in November 2022.

Do you still have an ABC access pass handy? I'll ensure all your building and technology access is ready for w/c 11/12.

Have a great weekend!

Julia



Julia O'Shea

Planning Coordinator | [ABC Radio Sydney](#)

ABC Content Division  
Sydney | Gadigal Land | She Her



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



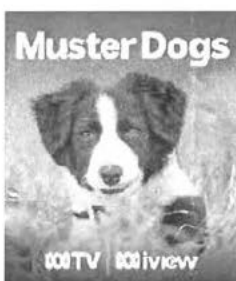
**From:** Elizabeth Green <[Green.Elizabeth@abc.net.au](mailto:Green.Elizabeth@abc.net.au)>  
**Sent:** Friday, November 17, 2023 1:17 PM  
**To:** [REDACTED]  
**Cc:** Julia O'Shea <[OShea.Julia@abc.net.au](mailto:OShea.Julia@abc.net.au)>  
**Subject:** ABC Radio Sydney

Hi Antoinette, good to chat on the phone. Confirming that we'd love you to present Mornings with us for the week commencing 18 December. The shift is 0600-1436 (with one hour break).

As discussed, would be great if you could come in for a studio refresh maybe the week before? The studio is generally free 1100-1230 except on Fridays so let me know when works.

Cheers

Elizabeth



Elizabeth Green

Content Director

[ABC Radio Sydney](#)

P: [REDACTED]

A: PO Box 9994, Ultimo, Sydney 2001

---

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

---

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Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-6" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

  
*Penelope Parker*  
Lawyer

ANNEXURE "AL-6"

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
**Address for service** Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

[Version 3 form approved 02/05/2019]

Dear ANTOINETTE LATTOUF,

Please reply with your agreement to the below terms and conditions, to this email address.

Your employment forms and onboarding tasks, including the Work, Health & Safety Induction training, will need to be completed online in our People Hub system. You will receive a separate 'Welcome to the ABC' email from People & Culture with instructions on how to log into People Hub.

If you do not receive this email within 2 hours (please check your spam/junk folder first) or if you require any assistance, please contact us at [peopleandculture@abc.net.au](mailto:peopleandculture@abc.net.au) or on (02) 8333 1155.

**Proposed:**

**Job Role: Content Maker**

**Date of Agreement: 13/12/2023** (the terms and conditions in this letter apply to all casual work performed after this date)

**Base Hourly Rate of Pay:** \$52.72 Schedule A, 2 week rostered Casual Band 7

**Please note that this email confirms the terms of engagement that will apply to any offers of casual employment from the ABC after the date of this email, and you will be taken to have accepted these terms if you perform any such work for the ABC. It does not constitute an offer or guarantee of employment with the ABC.**

Your casual employment with the ABC is also covered by the ABC Enterprise Agreement 2022-2025 (EA), which is available at <https://www.abc.net.au/careers/pay-and-conditions/12007800> (but the EA does not form part of these terms).

**1. BASIS OF ENGAGEMENT**

You will be employed as a casual employee. The ABC is not obligated to offer, and you are not obligated to accept, any particular engagement or offer of work. There is no guarantee or commitment by the ABC that you will receive offers of work at any time or for any duration.

The terms and conditions in this email will apply if you are offered and accept a casual engagement. Each engagement that you accept will be separate and will cease at the end of that engagement without the need for any action by the ABC.

In relation to each engagement, you will be advised of:

- (a) the duration of the engagement;
- (b) the hours of work required;
- (c) the location(s) of work;
- (d) to whom you must report for work; and
- (e) the work to be performed.

Should you be offered and accept any further engagements then, unless you are advised otherwise, any such further engagements will be on the same basis as the initial engagement. However, at any time before an engagement commences, or during the period of an engagement, the ABC may advise you of changes to the above details.

## **2. PAYMENT**

You will be paid as follows:

- (a) base hourly rate of pay \$52.72 per hour
- (b) casual loading \$13.18 per hour

In addition to the hourly rate you will receive, you will be entitled to receive payment of any entitlements to overtime, penalties, allowances, and other special rates under the EA.

To avoid doubt, the casual loading:

- (a) is payable only on the basis that, and only for so long as, you are employed on a casual basis;
- (b) is paid in satisfaction of any entitlement you have to receive casual loading under the terms of an applicable industrial instrument; and
- (c) may be used to set off against, or absorb, any later claim you make to take or be paid for any paid leave entitlements.

You agree that all amounts paid to you by the ABC in respect of your employment (including the base hourly rate of pay):

- (a) compensate you for all hours worked by you, including any reasonable additional hours and are paid in satisfaction of all obligations the ABC has under legislation, any industrial instrument or otherwise to make payments, or give benefits to, you (including, without limitation, minimum rates of pay, overtime, penalty rates, loadings or allowances); and
- (b) are specifically set off against, applied to and absorb any existing or newly introduced payments or benefits to which you are or may become legally entitled under any legislation, award, the Instrument or other industrial instrument (howsoever described).

Where, in a given pay period, amounts paid to you by the ABC in respect of your employment exceed the total amounts payable to you under legislation, any industrial instrument and/or otherwise:

- (a) if any amounts are owing to you by the ABC in respect of past pay periods, the excess amount will be applied in satisfaction of those obligations; and otherwise; and
- (b) will be regarded as an advance payment which may be applied in satisfaction of any entitlement of any kind which arises at any future time under these terms, any industrial instrument, legislation, or otherwise.

## **3. PRE-EMPLOYMENT CONDITIONS**

Your employment at the ABC is conditional upon you obtaining and maintaining a valid work visa status in Australia. In the event you are unsuccessful in obtaining a valid work visa status or the work visa status lapses, for whatever reason, the ABC will be unable to employ you under immigration legislation and any employment with the ABC will cease immediately. The ABC will not be held liable for any loss of salary, ex-gratia payments or costs incurred in repatriation should the above take place.

If your casual employment with the ABC involves working with children, you must obtain and provide evidence prior to commencing employment that you are in possession of a valid Working with Children Check issued by the relevant Child Protection Agency in your State or Territory. If you are unable to evidence a valid Working with Children's check your employment with the ABC will cease immediately.

If your casual employment with the ABC involves at the direction of the ABC, driving cars or heavy vehicles, you must be in possession and evidence that you have a valid driver's and/or appropriate vehicle class licence issued by the relevant Roads and Traffic Authority in your State or Territory. In the event that you lose your licence for any reason you must advise the ABC immediately. Loss of licence is considered critical to the inherent requirements of your role and will result in immediate termination of this employment agreement.

## **4. WORK HEALTH AND SAFETY**

By accepting this offer of casual employment, you agree that the online Work Health and Safety Induction training in People Hub must be completed, prior to your commencement at the ABC.

#### **5. PRIVACY STATEMENT**

You acknowledge that the ABC may collect personal information about you to manage its activities and operations, including your employment. Further information about how your personal information is stored, used and disclosed is available in the ABC Privacy Policy.

#### **6. SUPERANNUATION**

In addition to your hourly rate of pay the ABC will make compulsory employer superannuation contributions on your behalf in accordance with relevant legislation.

#### **7. ABC VALUES AND POLICIES**

You must comply with the ABC's Code of Conduct and all other ABC Policies as amended from time to time, including Editorial Policies. Copies of these are available from ABC People & Culture and the ABC Intranet. It is your obligation to familiarise yourself with these policies including any changes made during your employment.

#### **8. WORKPLACE SURVEILLANCE**

The ABC is subject to overt workplace surveillance. You agree that you consent to this surveillance which is primarily undertaken to ensure the safety and security of ABC workplaces and the appropriate use of ABC resources. The overt surveillance is in the form of computer, internet usage and camera surveillance and is of an ongoing and continuous nature, in accordance with ABC policy as amended from time to time.

This surveillance is carried out by all means available to the ABC which may include: accessing your ABC email account; accessing your files; accessing your computer or other electronic devices and recording internet usage by you including remote access internet usage and accessing those records.

#### **9. CONFIDENTIALITY & NON-DISCLOSURE**

You must not at any time, either during your employment with the ABC or following its termination, disclose to any person (other than in the proper performance of your duties or if required by law) any confidential information about the ABC or its affairs acquired during the employment except with the prior written consent of the ABC's Divisional Director.

Confidential information about the ABC includes, but is not limited to, all trade and business secrets and any information of a commercial, operational, technical or financial nature, which is not publicly available, relating to the affairs or business of the ABC, its customers or suppliers.

The terms and conditions of this contract, other than in relation to remuneration, are confidential and may not be disclosed to any other person unless required by law or for the purpose of obtaining legal or financial advice in relation to its terms and/or implications.

Your obligations under this clause continue after the termination of your employment.

Upon termination of the employment, you must return to the ABC all documents and other material embodying any such confidential information.

#### **10. OVERPAYMENT PROCEDURE**

By accepting this offer of casual employment, you authorise the ABC to deduct from any amount payable to you by the ABC any overpayment made to you by the ABC in accordance with the ABC's Overpayment Recovery Guidelines. In the event that there is no amount payable to you by the ABC you agree to repay the ABC any overpayment made to you by the ABC in accordance with the ABC's Overpayment Recovery Guidelines. You acknowledge that this clause is principally for your benefit.

#### **11. EXTERNAL WORK & CONFLICT OF INTEREST**

You must ensure that any work you perform for other employers does not create any actual, potential or perceived conflict with any responsibilities and obligations you have to the ABC.

You must adhere to the ABC's Conflict of Interest Policy. You have a duty to declare to your manager, at the earliest opportunity, any real, perceived or potential incompatibility between your duties as an employee and your private interests.

**12. INTELLECTUAL PROPERTY**

You acknowledge and agree that any intellectual property rights in any original material created by you (either alone or with others) in the course of your employment with the ABC will vest in the ABC. You agree to sign any document or do anything necessary to give effect to this clause.

Any production in which you are concerned in any way may be broadcast, or communicated to the public, in any form direct and/or by delayed transmission from recordings made by any means and the ABC may use and authorise others to use any such recordings for whatever purposes are deemed acceptable to the ABC both during your employment with the ABC and after its termination.

By entering into this contract, you consent to the ABC (and ABC's licensees and successors in title) committing any act or omission that would otherwise constitute an infringement of your moral rights in any original material created by you in the course of your employment with the ABC.

**13. TERMINATION**

Any engagement may be terminated by either party with one hour's notice.

If either party gives such notice of termination, the ABC may bring your employment to an end immediately and make a payment to you in lieu of any outstanding period of notice.

On cessation of your employment you are to return promptly to the ABC all property of the ABC under your control or possession including (but not limited to) all files, correspondence, documents, records, memoranda, computer disks and files, keys, credit cards, security cards, membership cards, mobile phones, other electronic devices (including iPads) and motor vehicles.

After termination of your employment you must not make any adverse comment, publicly or otherwise, about the ABC and you must not represent yourself as being associated with the ABC, unless authorised by the Divisional Director.

**14. NOTICE OF THE RIGHT TO SEEK CONVERSION TO ONGOING EMPLOYMENT**

In accordance with clause 14.7 of the EA, offers and requests for conversion from casual employment to full-time or part-time employment are provided for in the National Employment Standards, under the *Fair Work Act 2009* (Cth).

**15. GENERAL**

This contract (including any document referred to in this contract) contains the entire agreement between you and the ABC regarding your casual employment, and it replaces all prior or contemporaneous agreements, letters, understandings and representations regarding employment.

You acknowledge and agree that any grievances or disputes which arise in relation to your employment will be dealt with in accordance with Part O of the EA.

The terms of this contract of employment may be varied by agreement in writing between you and the ABC.

Whilst the provisions of the contract (including any document referred to in this contract) are considered reasonable by the parties, it is agreed that if any provision of this contract is held by a court having jurisdiction to be invalid, illegal, void or voidable, that provision will be deemed to be deleted to the same extent and effect as if it was never incorporated, and the remainder of the contract will continue in full force and effect.

Any failure by the ABC to exercise any of its rights in connection with any default or breach of this contract by you will not operate as a waiver of its rights in the event of any subsequent default or breach by you.

**16. INDEMNITY**

Subject to clause 16.3 and 16.4, the ABC will, to the extent allowed by law:

16.1 indemnify you in respect of any actions, suits, claims and demands for alleged defamation or injurious falsehood arising by reason of the production and/or broadcasting of any matter by the ABC; and

16.2 provide, at its expense, legal representation and meet the costs of any fines that may be imposed on you in respect of any action for contempt or criminal libel arising by reason of the production and/or broadcasting of any matter by the ABC.

The indemnities in clause 16.1 and 16.2 will only be available to you provided that:

16.3 you have complied with all applicable ABC policies and procedures in relation to the broadcasting of programs; and

16.4 the ABC retains absolute discretion in relation to all aspects of the resolution of any actions, suits, claims and demands (including defences or terms of settlement).

#### **17. LIABILITY FOR DAMAGES**

The ABC will not be liable in damages or otherwise for alleged loss of publicity or opportunity for you to enhance your professional reputation or for any other reason should a recording, broadcast or other scheduled event not take place as arranged for any reason whatsoever.

#### **18. AGREEMENT**

By performing work for the ABC, you acknowledge that:

(a) You are employed by the ABC as a casual in accordance with the ABC Enterprise Agreement 2022-2025 (as varied from time to time);

(b) You are employed by the ABC on a casual basis and nothing that the ABC does or omits to do indicates any commitment to ongoing permanent employment;

(c) You may be subject to overt workplace surveillance. The surveillance is for a range of reasons but primarily it is to ensure the safety and security of ABC workplaces and appropriate use of ABC resources. The overt surveillance is in the form of computer and video surveillance and is of an ongoing and continuous nature, in accordance with ABC policy as amended from time to time; and

(d) You will comply with ABC Policies as amended from time to time. You are aware that copies of these are available from your manager, your ABC People & Culture HR Team or the ABC Intranet.

#### **19. FAIR WORK INFORMATION STATEMENTS**

The ABC is required to give you copies of the:

- [Fair Work Information Statement](#)
- [Casual Employment Information Statement](#)

Each of the Statements can be accessed through the links above. By accepting this offer of casual employment, you acknowledge and agree that the ABC has given you copies of the Statements.

---

This is an automated message. Please do not reply if the sender is [myRequests-noreply@abc.net.au](mailto:myRequests-noreply@abc.net.au).

#### **For current ABC Staff**

For more information, please refer to the relevant quick reference guide available on the [intranet](#).

For technical issues, please contact the Technology Helpdesk: Log a ticket via the [Technology Service Portal](#) or for urgent issues call 82-2001.

#### **For non ABC recipients**

For more information, please contact the sender of this email.

Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-7" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:   
*Penelope Parker, Lawyer*

**ANNEXURE "AL-7"**

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
**Address for service** Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

[Version 3 form approved 02/05/2019]



2:10

5G 78



**Antoinette Latt...** 18/12/2023  
To: Elizabeth Green >

## Our chat

Hi Elizabeth,

Firstly, many thanks for the open and honest discussion this afternoon. I appreciate the difficult position lobby groups are putting you in, but in particular your transparency and support.

I am writing to provide a heads up that is pertinent to our conversation today, I thought it best to share and be open.

Women's Agenda reached this morning about a story they are doing about Murdoch press targeting female media personalities like PK, Jan Fran, myself and Clementine Ford especially re: Gaza.



2:11 ↗

5G 78



Our chat



I replied not long after coming off air this morning. It might be published in tomorrow's newsletter, or some time this week, and in the spirit of honesty and our discussion earlier, I thought it was important to share with you before it's out.

My measured responses in defence of good journalism, not bowing to intimidation are below. Olivia's questions can be read in the sms screenshot attached.

***"It seems like an orchestrated attempt to bully critical thinking and fact checking out of the craft of journalism. Nowhere is this more obvious than around reporting of and discussion around Gaza. It is the worst humanitarian crisis and violence against children in modern times, and yet sections of our media would rather invest time and energy in targeting***



2:11 ↗

📶 5G 78



Our chat



*female journalists and commentators who dare to deviate from reciting IDF talking points, rather than interrogating those responsible for fractures in social cohesion locally and the ongoing slaughter of children in Gaza."*

*"The intention of tabloid media campaigns which target individuals with a platform is to get us to shut up. To look away, to stop investigating and stop revealing harm. Essentially to stop doing our job. And if we don't shut up they discredit us in a bid for us to lose our jobs. No tactic is off the table from reporting blatant lies about us, mischaracterisations, and pressuring employers. I will continue to report and comment without fear or favour, especially when so many innocent lives are at stake and there's so much hate and division in Australia"*



2:11

5G 78



## Our chat



Her questions are below:



Olivia



Two quick questions:

This is clearly a shared experience from a number of journalists, particularly women journalists, in Australia - being targeted by mainstream media and particularly Murdoch media. Why do you think this is the case?

How does it affect you as a professional in the media industry?

Per our discussion today, I hope you can appreciate my responses to these questions. I will continue to be mindful to ensure accuracy and professionalism in my engagements across all of my channels.

I look forward to having a great rest of week on air connecting with audiences and entertaining them as they arrive that little bit closer to Christmas.



Form 59  
Rule 29.02(1)

## Affidavit

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

### CERTIFICATE IDENTIFYING ANNEXURE

This is the annexure marked "AL-8" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:



*Penelope Parker, Lawyer*

ANNEXURE "AL-8"

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
Address for service Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

[Version 3 form approved 02/05/2019]

# HRW reporting starvation as a tool of war



The Israeli government is using  
starvation of civilians as a  
weapon of war in Gaza.

humanrightswatch

Form 59  
Rule 29.02(1)

## Affidavit

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**

Applicant

**Australian Broadcasting Corporation**


Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

### CERTIFICATE IDENTIFYING ANNEXURE

This is the annexure marked "AL-9" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:



*Penelope Parker,  
Lawyer*

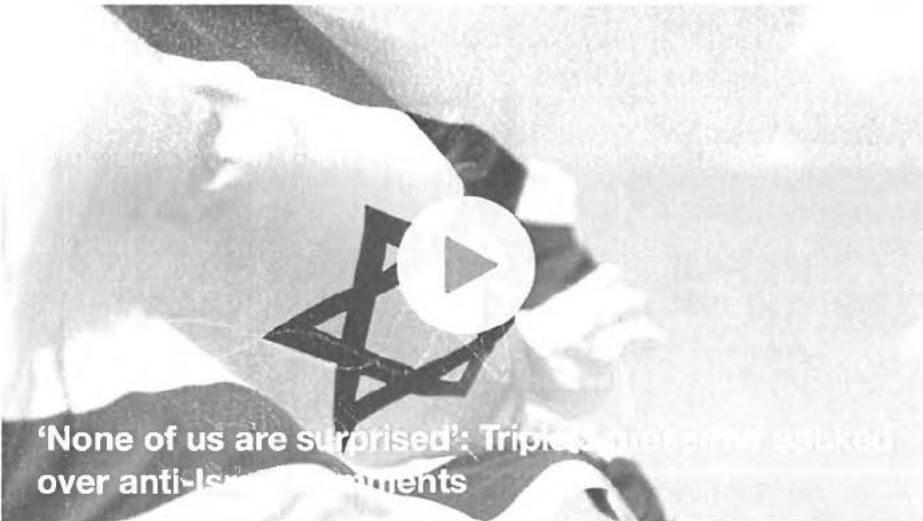
ANNEXURE "AL-9"

Filed on behalf of (name & role of party)	Antoinette Lattouf, Applicant
Prepared by (name of person/lawyer)	Penelope Parker, Lawyer for the Applicant
Law firm (if applicable)	Maurice Blackburn Lawyers
Tel 02 8267 0940	Tel 02 8267 0940
Email	<a href="mailto:jbornstein@mauriceblackburn.com.au">jbornstein@mauriceblackburn.com.au</a> ; <a href="mailto:pparker@mauriceblackburn.com.au">pparker@mauriceblackburn.com.au</a>
<b>Address for service</b> (include state and postcode)	Level 29, 161 Castlereagh Street, Sydney NSW 2000

[Version 3 form approved 02/05/2019]



# ABC presenter Antoinette Lattouf sacked after anti-Israel social media posts



'None of us are surprised': Triple J presenter sacked over anti-Israel comments

Sky News host James Macpherson says no one is surprised after a Triple J presenter was sacked by the ABC for anti-Israel comments. Miss Kaninna was fired while a number of... more

By SOPHIE ELSWORTH

2:39PM DECEMBER 20, 2023



Save

The ABC has sacked fill-in Sydney mornings



2:53

5G

theaustralian.com.au



THE AUSTRALIAN

Wednesday, December 20, 2023



The ABC has sacked fill-in Sydney mornings radio host Antoinette Lattouf after she breached the taxpayer-funded broadcaster's social media code by posting anti-Israel comments.

The Australian can reveal that Lattouf who was filling in this week was told by management on Wednesday afternoon she would not be allowed to return to air.

Lattouf has been uploading a series of pro-Palestinian posts on her social media accounts including X, formerly Twitter and Instagram.

It is understood ABC management were extremely concerned about her activism on social media and the public broadcaster had received multiple complaints that were sent to ABC chair Ita Buttrose and managing director David Anderson.



2:53

5G

theaustralian.com.au



THE AUSTRALIAN

Wednesday, December 20, 2023



Book Now →

An ABC spokesman confirmed she would not be returning to the show again.

“ABC Sydney casual presenter Antoinette Lattouf will not be back on air for her remaining two shifts this week,” he said.

MORE TO COME.

#### SOPHIE ELSWORTH, MEDIA WRITER

Sophie is media writer for The Australian. She graduated from a double degree in Arts/Law but decided against a career as a lawyer and instead pursued her desire to become a journalist. She has worked across the co... [Read more](#)

#### Share this article



#### More stories on this topic

#### White hands on black art not fine

By EDITORIAL



#### ABC Radio National breakfast's ratings demise continues

By SOPHIE ELSWORTH

Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**

Applicant

**Australian Broadcasting Corporation**

Respondent

Affidavit of: **Antoinette Lattouf**

Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000

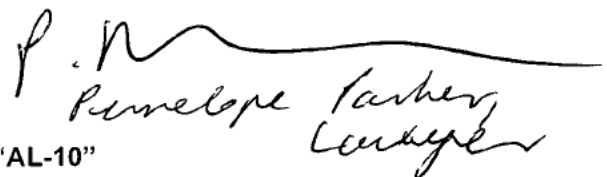
Occupation: Freelance Journalist and Presenter

Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-10" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:



Penelope Parker  
Lawyer

ANNEXURE "AL-10"

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
**Address for service** Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

---

[Version 3 form approved 02/05/2019]

Wed, 20 Dec at 2:53 pm



The ABC has sacked fill-in Sydney mornings

I've only just gotten home.  
 How did this make the news  
 already 😞

Delivered

I'm so sorry, I have no idea how it's there.

Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-11" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

  
*Penelope Parker,  
Lawyer*

ANNEXURE "AL-11"

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
**Address for service** Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

[Version 3 form approved 02/05/2019]

From: **Antoinette Chiha Lattouf** [REDACTED]  
Date: Wed, Dec 20, 2023 at 5:23 PM  
Subject: Questions regarding my dismissal  
To: <[ahern.steve@abc.net.au](mailto:ahern.steve@abc.net.au)>, [spurway.mark@abc.net.au](mailto:spurway.mark@abc.net.au) <[spurway.mark@abc.net.au](mailto:spurway.mark@abc.net.au)>  
Cc: Elizabeth Green <[green.elizabeth@abc.net.au](mailto:green.elizabeth@abc.net.au)>

Hello Mark, Steve and Elizabeth,

I have some questions regarding my departure that I would like answered please. I believe I was unfairly dismissed and there will also be reputational damage due to the unfair manner in which I was let go and the very quick leak to the media.

As you are aware, today, at approximately 1.45pm, I was summoned by Steve for a quick chat. Mark and Elizabeth also joined the meeting.

In this short meeting, I was told that I was being let go because of one specific social media post (an Instagram story) which I have attached below. Can you please confirm whether the attached Instagram story is the social media post which the ABC alleges was in breach of the social media policy? Can you please also:

- \* specify exactly which section of the ABC's social media policy I allegedly breached by sharing that post; and
- \* explain as to how this post is said to be in breach of the guidelines.

I note that, on Monday 18th December I received a call from Elizabeth Green at approximately 3.30pm. We had a very honest and respectful discussion during which she told me that Jewish lobbyists were unhappy that I was on air. Elizabeth told me multiple times that she has absolute faith in my "journalistic integrity" and gave me a heads up to be mindful on social media. We talked about the show that day, and I was told the content was excellent, "no issues whatsoever". I responded by saying "I don't think it's fair to expect me to stop posting all together but I will be even more mindful". Elizabeth responded by saying that "I know that you are. You're smart and professional which is why I chose you and trained you to present". I then specifically asked if another "journalist gets killed or a reputable NGO like Amnesty International has information, am I able to share that without any loaded commentary or anything, but just quote an agency" and Elizabeth said "yes that's fine." Elizabeth also repeated in the meeting that, yes, she has told me that sharing straight facts and reputable sources was a "fine" and that she had told other senior management this too.

- \* Can you please explain how I'm said to have breached the social media guidelines when I was following an express direction given to me about the application of social media? Can you please also explain why any such breach warrants summary dismissal?

Further, at lunchtime today (Wednesday 20th) there was a station meeting where the following two things were expressed:

- I was singled out by Mark, thanked for the work I am doing, told I am "sounding great" and the audience are "responding very well"
- The team was also reminded not to leak internal ABC Radio Sydney information to the media following the SMH leak as it erodes team trust.

**In light of this can you please:**

- \* Explain why I was dismissed less than an hour after being told my work was "great?"
- \* Can you please shed some light as to how the story got to The Australian so quickly because there was an article published before I even got home. It was less than an hour from when we had our discussion in Mark's office.
- \* Who made the final decision that my dismissal was warranted?

This has been an incredibly stressful week, since receiving that call on Monday I have had trouble sleeping and worked incredibly hard to produce excellent radio. The manner in which this has unfolded is incredibly distressing.

Given how swiftly this is playing out in the media, I would appreciate a swift reply as I have already been contacted by five media outlets and would like to respond to them by 8pm.

Many thanks,

Antoinette





Form 59  
Rule 29.02(1)

## Affidavit

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

### Antoinette Lattouf

Applicant

### Australian Broadcasting Corporation


Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

### CERTIFICATE IDENTIFYING ANNEXURE

This is the annexure marked "AL-12" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:


  
Penelope Parker  
Lawyer

ANNEXURE "AL-12"

---

Filed on behalf of (name & role of party)	Antoinette Lattouf, Applicant
Prepared by (name of person/lawyer)	Penelope Parker, Lawyer for the Applicant
Law firm (if applicable)	Maurice Blackburn Lawyers
Tel 02 8267 0940	Tel 02 8267 0940
Email	<a href="mailto:jbornstein@mauriceblackburn.com.au">jbornstein@mauriceblackburn.com.au</a> ; <a href="mailto:pparker@mauriceblackburn.com.au">pparker@mauriceblackburn.com.au</a>
<b>Address for service</b> (include state and postcode)	Level 29, 161 Castlereagh Street, Sydney NSW 2000

[Version 3 form approved 02/05/2019]

Employee Pay Advice							
<b>LATTOUF, ANTOINETTE</b> <b>Employee No.: 01009892</b>							
Pay Period:		18/12/2023 - 31/12/2023		2023/14		Pay Date: 04/01/2024	
Payslip No.		001 of 001					
PayPoint Address:		DIRECT MAILING				ABN 52429278345	
<b>Earnings</b>						<b>Deductions (Pre Tax/Reduce Tax)</b>	
From	To	Hr Rate	Hr/Units	Description	Amount	Description	Amount
18/12/2023	22/12/2023	21.00000	5.00	Meal Allowance-Taxed	105.00		
18/12/2023	22/12/2023	7.90856	38.00	Shift 15% (Super)	300.55		
18/12/2023	31/12/2023	65.90466	38.00	Ordinary Hours	2,504.38		
<b>TOTAL CURRENT</b>					<b>2,909.93</b>		
<b>TOTAL</b>					<b>2,909.93</b>		
						<b>Deductions</b>	
						Description	Amount
						Full Income tax	638.00-
						<b>TOTAL</b>	<b>638.00-</b>
						<b>Financial Disbursement</b>	
						Bank	BSB Account No. Amount
						CBA	2,271.93
						<b>TOTAL</b>	<b>2,271.93</b>
<b>Earnings (Non Taxable)</b>						<b>Year To Date Totals</b>	
From	To	Hr Rate	Hr/Units	Description	Amount	Taxable Earnings	3,410.81
						Income Tax	638.00-
<b>Employee Details</b>						<b>Summary (This Pay)</b>	
PS Group / Level / PS Area:		CN/MKBD7 /31 / SEBA12- SchA RosCas2				Earnings	2,909.93
M/F Basic Rate		104,516.00				Lump Sum C Earnings	0.00
Casual Loading (hrly)		26,129.00				Deductions (Pre Tax)	0.00
Total		130,645.00				Taxable Earnings	2,909.93
ABC Super Contrib: PSS Accumulation Plan		431.96				Earnings (Non Taxable)	0.00
Annual Leave:		0.00 Hrs				Total	2,909.93
EE Grp: Casual						Deductions	638.00-
						<b>Net Pay</b>	<b>2,271.93</b>
<b>Noticeboard</b>							



Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-13" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

*P. W.*  
*Penelope Parker*  
*Lawyer*  
ANNEXURE "AL-13"

---

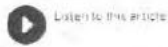
Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
Address for service (include state and postcode) Level 29, 161 Castlereagh Street, Sydney NSW 2000

[Version 3 form approved 02/05/2019]

## Secret WhatsApp messages show co-ordinated campaign to oust Antoinette Lattouf from ABC

Michael Bachelard and Calum Jasper  
January 16, 2024 – 5:00am

Save Share Print A A



The ABC sacked broadcaster Antoinette Lattouf after a high-level and co-ordinated letter-writing campaign from pro-Israel lobbyists that directly targeted the corporation's chair, Ita Buttrose, and managing director David Anderson.

Dozens of leaked messages from a WhatsApp group called Lawyers for Israel show how members of the group repeatedly wrote to the ABC demanding Lattouf be sacked, and threatened legal action if she was not.



Broadcaster Antoinette Lattouf. [ABC's picture](#)

An ABC manager told Lattouf in the early afternoon of December 20 that she had been dismissed. Hours earlier, the WhatsApp group shared a letter from Buttrose saying she noted their concerns, and adding: "I have forwarded your email on to Chris Oliver-Taylor, the ABC's chief content officer, who is dealing with this matter."

The messages also reveal members of the group calling Lattouf's lawyer, Josh Bornstein, who is Jewish, a "traiter" (sic), and that the deputy president of the Executive Council of Australian Jewry, [REDACTED] was actively involved in a discussion about having Lattouf dismissed.

The WhatsApp messages, obtained by this masthead, give an insight into how Lawyers for Israel used aggressive lobbying to try to exert influence at the ABC. A source with knowledge of events says the group was also involved in a campaign against the Sydney Theatre Company over a pro-Palestinian protest by some actors, but those messages had since been deleted.

The campaign against Lattouf became intense in the week starting December 18, during which time she was contracted to present the ABC Sydney radio morning program for five days. Before the ABC employed her, Lattouf had made a series of controversial social media posts that accused Israeli soldiers of using rape as a weapon of war and raised questions over whether protesters in Sydney had in fact chanted "gas the Jews" after the October 7 Hamas attack.

[REDACTED]

ACTION OF THE DAY: CALL TO ACTION ...  
Michelle Rowland is the federal minister for communication. Please use this link to ask how Antoinette Lattouf is hosting the morning ABC Sydney show ...  
Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this clause.  
Please send a copy to

1. ABC Ombudsman
2. David Anderson, Managing Director of the ABC
3. ABC Board

6.53am

[REDACTED]

Needs to be done again today ... It is important ABC hears not just from individuals in the community but specifically lawyers so they feel there is an actual legal threat.

6.54am

[REDACTED]

I have basically written to them and told them I expect a proper response, not a generic one, by COB today or I would look to engage a senior counsel. I know there is probably no actionable offence against ABC but I didn't say I would be taking one - just investigating one. I have said that they should be terminating her employment immediately.

7.00am

**Megan**

Why is the ABC allowing this woman to host a radio show?

7.11am

█  
Exactly which is why we  
need to stamp it out.

Lattouf

According to an unlawful termination claim Lattouf later filed, ABC managers told her the morning program had been well received by audiences. But on the third day of her contract, according to the claim, she was told she was sacked, with her boss, Elizabeth Green, saying the order had come from “above me”. The stated reason, according to Lattouf’s claim, was that she had reposted a Human Rights Watch report saying Israel was using starvation as a weapon of war.

Lattouf now alleges she was sacked illegally for her political opinions, as a result of racism and after a campaign by the Executive Council of Australian Jewry. A key question in her unlawful termination case is likely to be whether the ABC acted due to external lobbying or because Lattouf had breached internal ABC policies.

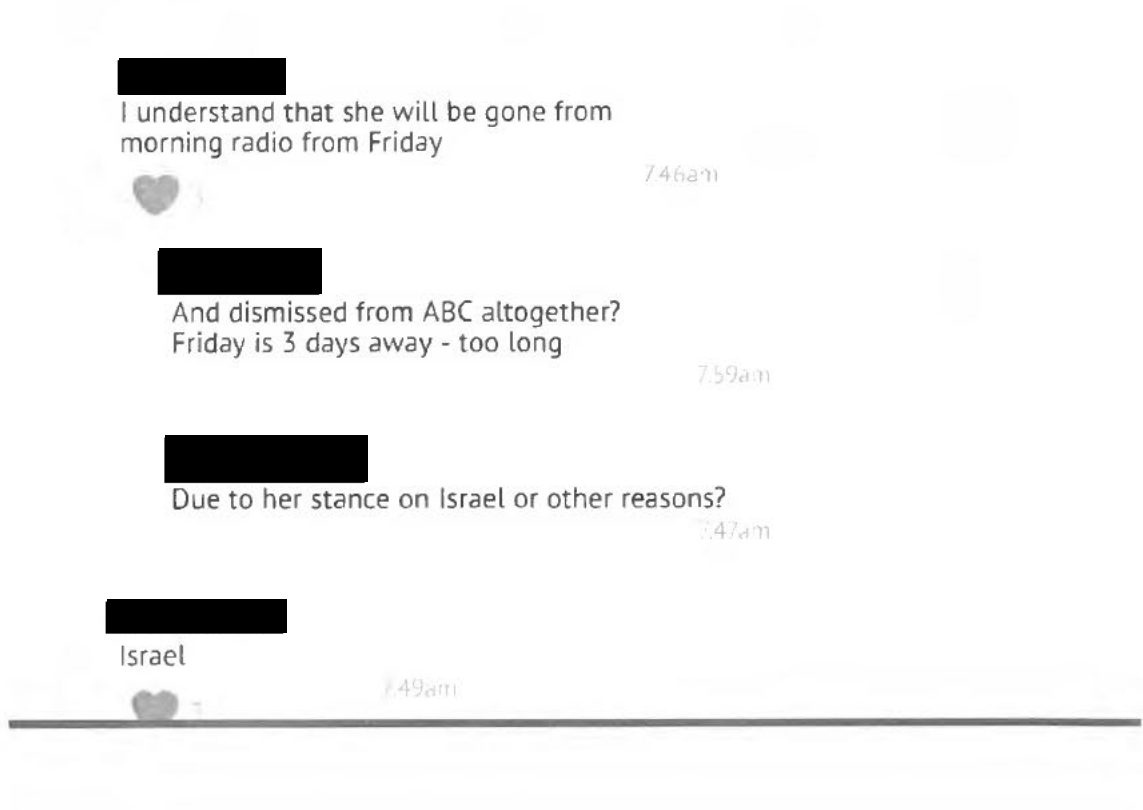


Screenshots from the Lawyers for Israel WhatsApp group, which has 156 members, show a co-ordinated letter-writing campaign that became intense during the days Lattouf was on air. A stream of letters were sent on her second day, and on the third day – the day she was sacked – one of the group’s administrators, Sydney conveyancing lawyer [REDACTED] sent a message at 6.54am entitled “Action of the day: call to action”.

This post urged group members to target Communications Minister Michelle Rowland and copy in the ABC ombudsman, the board and Anderson, adding: “It is important ABC hears not just from individuals in the community but specifically lawyers so they feel there is an actual legal threat.

### An organised campaign

December 20, 2023



**Lawyer 3**

It's obviously the israeli/Jewish lobby at work again!!!

7:50am



[REDACTED]  
We are obviously terrible at it given the amount of lousy press we get :)

7:54am

[REDACTED]  
Should we still write?

7:51am

[REDACTED]  
Yes definitely - the more complaints the better

7:59am

[REDACTED]  
Keep writing

8:21am

"I have basically written to them and told them I expect a proper response, not a generic one, by [close of business] today or I would look to engage a senior counsel. I know there is probably no actionable offence against ABC but I didn't say I would be taking one - just investigating one. I have said that they should be terminating her employment immediately."

[REDACTED] letter to the ABC and the minister said: "Anything short of terminating [Lattouf's] position would not be sufficient."

At 9.51am that day, another group administrator, [REDACTED] wrote that "Ita Buttrose replied to 7 of our letters yesterday". About 90 minutes later at 11.15am, [REDACTED] posted her response from Buttrose. Lattouf was sacked about 1.40pm that day.

Lattouf and her lawyer, Bornstein, both declined to comment on the leaked messages. An ABC spokesperson said the national broadcaster had "a transparent complaints process and responds accordingly, regardless of the source of the complaint".

### Pushing options other than letter writing

December 20, 2023

[REDACTED]  
What can be done to make the ABC accountable?

9.50am

[REDACTED]  
We must continue to document, write, complain and push to ombudsman. It will all come to light in the end and our letters won't go astray.

9.50am

[REDACTED]  
Ita Buttrose replied to 7 of our letters yesterday it's not going un noticed keep writing

9.51am

**Lawyer 4**

She has not replied to me yet...  
Will keep you posted

9.52am

██████████  
Beyond that there must be legal or other mechanisms? It is a statutory body. If the ABC is fueling antisemitism by not adhering to its charter then surely there are mechanisms to deal with it, or it's officials or board members who I presume carry some liability?

9.52am

██████████ told this masthead the Lawyers for Israel WhatsApp group was simply "a group of lawyers concerned about Israel and rising antisemitism".

"The suggestion that there was a co-ordinated campaign for [Lattouf] to be fired is fanciful." ██████████ said. Asked who decided on the "call-outs" in the group to take action, she said: "Any suggestion that it is controlled by anyone is completely unfounded." ██████████ could not be contacted for comment. There is no suggestion the Lawyers for Israel WhatsApp group is officially affiliated with any recognised Australian Jewish community advocacy body, nor the international group of the same name.

On Friday, the co-CEO of the Executive Council of Australian Jewry, Alex Rychin, said the idea that his group or any of its members had organised or co-ordinated a campaign to have Lattouf sacked was "total bullshit".

Approached for further comment on Monday, Ryvchin said: "The ECAJ did not contact the ABC about Lattouf, nor did we call for her sacking. This was a grassroots initiative of individuals exercising their right to make their objections known."

But the screenshots of the lawyers' WhatsApp group show the council's deputy president, [REDACTED], was feeding back intelligence from the ABC about Lattouf's position, and then encouraging people to continue the campaign.

"I understand she will be gone from morning radio from Friday," he wrote at 7.46am on December 20, the day Lattouf was sacked. [REDACTED] responded: "Friday is 3 days away – too long."

### **Ita Buttrose responds on the day Lattouf is sacked**

December 20, 2023

[REDACTED]

Just got this back from Ita Buttrose in response to my email (which was a bit cheeky threatening legal action I know)

11.15am

Dear [REDACTED]

Thank you for your email. The contents have been noted.

I have forwarded your email on to Chris Oliver-Taylor, the ABC's Chief Content Officer, who is dealing with this matter.

Sincerely  
Ita Buttrose  
Chair – ABC

11.15am

████ confirmed to the group that, according to his information from the ABC, Lattouf's "stance on Israel" was the reason. Asked if the members of the group should continue lobbying, █████ replied: "Keep writing."

Asked about this conversation by this masthead, █████ acknowledged he had spoken to "someone at the ABC" but could not remember who. However, he said this did not constitute lobbying or co-ordinating a campaign. "Someone told me that they thought that Lattouf had overstepped the mark and would be disciplined, what does that have to do with my encouraging that course, or causing it to be brought about?" he said. "Alex [Ryvchin] has given you a bona fide response and my WhatsApp message doesn't contradict it ... I wasn't egging them on."

On January 11, after it had become clear that Lattouf was taking legal action, a discussion followed in the Lawyers for Israel chat about what she hoped to achieve. One member quoted her lawyer, Bornstein, who is Jewish, saying she was after an apology, compensation and a commensurate role on air.

"Bornstein? Traiter! [sic]" responded another member, Melbourne family lawyer █████

### **Antoinette Lattouf's legal claim**

January 11, 2024

████  
Seems like an expensive enterprise to engage in. What could she get in damages? She lost two days of work due to being fired? She was contracted until the end of that week.

**Lawyer 1**

She'll probably say damage to reputation, can never get another job, mental anguish blah blah blah. Pay me \$10 million dollars

12:58pm

**Lawyer 2**

"Bornstein said he and Lattouf's legal team were seeking a detailed public apology, compensation for harm to her reputation, distress and humiliation. Lattouf will also seek an order that the ABC offer her a commensurate role back on air."

1:01pm

██████████  
Bornstein? Traiter!



1:01pm

██████████ told this masthead this was a "throw-away line in the heat of the moment". ██████████ also denied the purpose of the WhatsApp group was to campaign, saying it was to "share ideas and vent a bit".

After this masthead approached a number of key members of the group, access was restricted. The group's rules ask for "no screen shots of comments ... but assume whatever is said here is public".

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Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-14" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

  
ANNEXURE "AL-14" Penelope Parker  
Lawyer

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
**Address for service** Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

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[Version 3 form approved 02/05/2019]



ABC

## How the sacking of a casual presenter tipped the ABC into turmoil

The sacking of Antoinette Lattouf was the spark for a fire that new chairman Kim Williams will be left to hose down. Is he up to the job?

By Michael Bachelard and Calum Jaspan

JANUARY 27, 2024



Antoinette Lattouf with her team of lawyers outside Sydney's Laws Courts Building on January 18. DION GEORGOPOULOS



Listen to this article

14 min

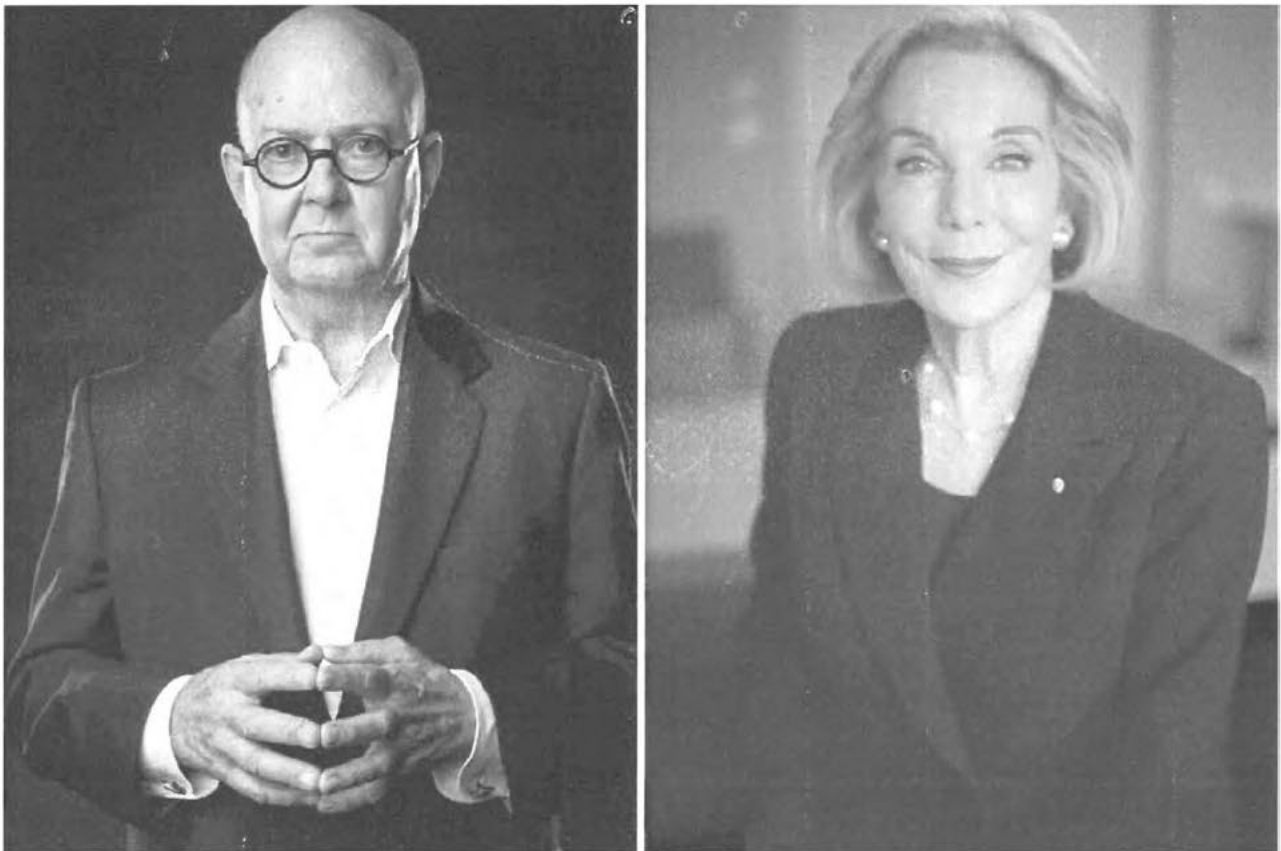
**I**ta Buttrose's final farewell as chair of the ABC board in a few weeks' time will be a speech-filled celebration at Studio 22, the broadcaster's huge, high-tech production spaces in Ultimo, Sydney – a cocktail-attire swansong for one of the Australian media's most celebrated women.

Few media executives will ever have a miniseries made about them.

But if the plan was to engineer a smooth transition from Buttrose to chair-in-waiting Kim Williams, that hope has been cruelled in the past fortnight by events few could have predicted.

The sacking in December of casual broadcaster Antoinette Lattouf prompted a racial discrimination claim in the Fair Work Commission, an editorial staff revolt, swingeing criticism from senior reporter John Lyons, and question marks at the ABC over vexed issues of diversity, bias and complaint handling.

Revelations in this masthead of complaints about Lattouf from a group of pro-Israel lawyers led to unionised staff in the news section voting no confidence in the managing director, David Anderson. In that Zoom meeting, Lyons, the ABC's global affairs editor, described his employer's response to critics as "embarrassing".



Kim Williams will replace Ita Buttrose as chair at the ABC.

Buttrose's reply was an emergency meeting of the board, a counter vote of confidence in Anderson, and a robust public statement calling staff complaints about the managing director "abhorrent and incorrect". Director of news Justin Stevens, put out two long statements to staff, the second on Thursday detailing his own efforts to address the diversity issue.

As one close observer put it, the ABC has "tripled down" on Lattouf's dismissal. Another is blunter. The national broadcaster, they say, is standing in a pool of blood after firing several shots into its own feet.

What they say these events reveal is the demoralisation in one of Australia's most important cultural institutions. The sacking of Lattouf – hardly an ABC lifer – was simply the spark, they

say, for an explosion that shows how well primed the broadcaster was after years of external criticism, government pressure, high-profile departures, and what some see as management inertia and absenteeism.

This is the ABC that Williams will walk into when he starts his term on March 6.

He knows it's a big job. In a series of interviews this week, he described it as the "campfire of Australia", with a "responsibility to national identity". But it's unclear if he knows how difficult it will be. The question now consuming the thousands who work there, and those with an interest in the ABC's success, is whether Williams is the right man to fix it.

## Activist and journalist

When the acting head of the ABC's five capital city radio stations, Steve Ahern, had five shows to fill in the crucial Sydney mornings slot in the lead-up to Christmas, he turned to Lattouf. The stories and tone were to be feather-light, and she – a prominent freelance journalist, diversity advocate, author and commentator – could deliver.

What he should have known was that, in the two months before this appointment, she had also been an outspoken critic of Israel's bombing campaign in Gaza following the October 7 attack by Hamas. Among her social media posts were ones saying Israeli soldiers were "bloodthirsty" and had used rape as a weapon of war for the entirety of the country's history. If the ABC did not know about these posts, as former *Media Watch* host and now ABC alumni chair Jonathan Holmes told Radio National on Wednesday, "it is, frankly, negligent".

Intimately familiar with the role Lattouf would take on, the longtime host of the ABC Melbourne mornings, Jon Faine, says you "surrender yourself" and your opinions to take on a position of such influence.

"On Friday, Ms Lattouf was an activist, and on Monday she was an ABC presenter," Faine says. "Well, that doesn't work."

According to the ABC's version of events, before Lattouf had even finished her first day, Monday, December 18, managers informed her of a barrage of complaints against her, and she was warned not to post anything "controversial" on social media. The following day she reposted a Human Rights Watch story (that was also covered as a news story by the ABC) that reported Israel was using starvation as a tool of war in Gaza.

Soon after her shift finished on Wednesday, December 20, she was sacked. Many view the Human Rights Watch posts as a flimsy pretext.

"She clearly shouldn't have been appointed," says one former senior ABC journalist, "but once they did, management is obliged to protect, and be seen to protect her".

Lattouf, citing other social media controversies involving white ABC journalists who were not subsequently sacked, alleges in court documents her race or cultural background as a "Lebanese/Arab/Middle Eastern" journalist formed part of the unlawful reason for her sacking, along with her political opinion. One of Australia's top silks, senior counsel Noel Hutley, has come from defending Gina Rinehart (and the Transport Workers' Union against Qantas) to join Lattouf's legal team. (In its legalistic response, the ABC denies she was dismissed at all.)

In one sense, all that was at stake were two morning radio shifts of a casual reporter. It has puzzled many why Lattouf was not simply allowed to do them. But reporting in this masthead over the past week offered a rare glimpse into what was going on behind the scenes. At least two groups of pro-Israel activists, lawyers and creatives organised themselves in separate WhatsApp groups to trawl the media and social media to find instances in Lattouf's posts of what they believe was antisemitism.

"Urgent call for any screenshots of Antoinette Latouff saying anything anti-Israel or antisemitic since Monday 18th," wrote one poster on the group J.E.W.I.S.H. Australian creatives and academics.

Then they discussed their complaints to Buttrose and Anderson. Later, Lattouf was sacked.

If seeing the details of the campaign against her was enlightening, equally so was the way Buttrose responded.

### 'I didn't know'

In Buttrose's response to the staff's no-confidence motion, she said the ABC regularly received and responded to complaints "from individuals or organisations and the assumption that either the managing director as editor-in-chief or I would be influenced by any sort of lobbying pressure is quite simply wrong".

That is not how it appears to either those doing the lobbying or, more importantly, her staff.

In one email response to WhatsApp group complainants, the ABC chair said their letter had been "noted" and "forwarded ... to Chris Oliver-Taylor, the ABC's chief content officer, who is dealing with this matter". Buttrose thanked another letter writer for their email on the day Lattouf was sacked, adding: "You are probably unaware that Ms Lattouf no longer works at the ABC."

"I don't know how much our emails affected the decision but I'm impressed with their power," said one letter writer on the Jewish creatives group after the sacking.

To some ABC staff, the revelation of Buttrose's responses reminded them of a still simmering issue. Veteran broadcaster Stan Grant stood down in May last year, complaining he had received little to no support from the organisation's management when he came under a barrage of criticism for his appearance on a panel discussion of King Charles' coronation. Lyons said Grant had been "hung out to dry".

Buttrose's response to Grant's distress was: "I didn't know, and I don't think many of us knew, until fairly late in the piece." Two months later, in July, Buttrose responded to complaints from the Australian Monarchists League, saying: "I am sorry they were disappointed with our coverage." Grant quit for good shortly after.

Buttrose was also accused of having a cloth ear when much-loved but veteran broadcaster Fran Kelly was given a Friday night TV gig. Criticised for failing to give opportunities to young or diverse up-and-comers, Buttrose dismissed the complaint as ageism, and the product of the "ignorance of youth".

## The quiet part

The ABC has tried vigorously, and made significant progress, in hiring culturally and linguistically diverse staff – something most media organisations have been bad at doing. But the day after Lattouf’s dismissal, news broke of federal politics reporter Nour Haydar’s resignation over the ABC’s coverage of the conflict in Gaza. She would soon after announce she was joining *Guardian Australia*.

Off the record, this masthead confirmed that a number of diverse staff on the ABC’s books were either leaving or considering doing so for similar reasons, subject to opportunities.

The quiet part was said out loud by Lyons at the Monday meeting: “They come for a while,” he said, “and then they’re out the door because they get a taste of what it’s like to work here for them.”

On the one hand, Jonathan Holmes said during the week, the ABC “needs to have different voices on air” – people hired for experiences that differ from those of many of the journalists and listeners.

“And at the same time, it can’t abandon – it’s legally obliged – to stick with independent journalism: to ensure news and current affairs are impartial and objective according to the usual standards of objective journalism. Riding these two horses at once can be very tricky.”

In a statement on Thursday, news director Stevens said he wanted a “constructive discussion ... in coming weeks about diversity, impartiality and objectivity ... Our diverse workforce is a major asset – in fact it can be a superpower for us.”

He conceded, though, that “if we’re honest with each other we still have a way to go”.

Many ABC journalists, many of whom are casual or on short-term contracts, complain that, confronted with increasingly hostile scrutiny from both the mainstream media and social media, they do not feel supported. Ethnically diverse staff are under particular pressure.

“It’s an organisation that wants things from you – diversity, and in journalism it wants you to take a risk, and then doesn’t support you,” said one recent employee who asked for anonymity to speak freely.

Some staff complain that the leadership team is “invisible”, particularly outside Sydney. Buttrose, they say, is out of touch and has not been on the front foot to defend the organisation. Anderson is the ABC’s editor-in-chief, but has no background in journalism – he comes from the entertainment side of the organisation.



ABC global affairs editor John Lyons, journalist, presenter and diversity advocate Antoinette Lattouf and ABC managing director David Anderson. ALEX ELLINGHAUSEN; SUPPLIED; PETER MORRIS

Lyons said a feeling that reporters were not adequately protected meant they had to self-censor to survive. “Many of us feel we are very much on our own,” he told Monday’s staff meeting.

In statements, Buttrose and Anderson both vigorously rejected these complaints, citing their resistance to “AFP raids, political pressure, powerful organisations ... lobby groups”, not to mention hours in front of estimates committees facing hostile questions from senators.

Approached for interviews, both Anderson and Buttrose replied through statements from a spokesperson. Anderson often engages with staff, external stakeholders and audiences, and “takes every opportunity to discuss matters with individual ABC staff or groups of staff directly when they request a meeting over a relevant issue”, said the spokesperson.

Similarly, Buttrose often appears in media, at events and makes herself available to meet with colleagues on request, they said.

The events of the past fortnight, however, show that the mood within the ABC is delicate. It has lost the swagger that should come with being Australia’s best-funded and most-trusted media organisation.

### **‘The most important decision’**

Into all this walks Kim Williams.

Unlike Buttrose, he is not a media doyen. However, he is no stranger to the publishing and broadcasting industries. In an interview with this masthead on Wednesday, he seemed to struggle with how to pitch himself. Reciting his portfolio career experience, he said he was “as qualified as anyone” for the job, then quickly insisted it was neither “grandiloquent, self-congratulatory or pompous” for him to say so.

He comes without one item of baggage that Buttrose carried: unlike her, he was not the prime minister’s “captain’s pick”; he applied for the job and was among the candidates recommended by the independent committee whose job it is to do this. Even so, Prime Minister Anthony Albanese praised him and, as Elizabeth Knight pointed out in this masthead, “being married to Gough Whitlam’s daughter Catherine, he is minor royalty in the Labor Party”.

He is presented with one handicap, however: he will not get to pick his managing director. On February 21 last year, 15 months before his contract would end, Buttrose’s ABC board unanimously reappointed Anderson until mid-2028.

“The most important decision the board has is to appoint the managing director. If I were Kim, I might be a little pissed off,” ABC veteran Jonathan Holmes said.

So what can Williams achieve as chair? Says Faine: “The board sets policy. They don’t direct programs, but they do set a culture.”

Under Buttrose, he says, the culture was risk-averse. Complaints were viewed as “some sort of mark against you”, rather than a measure that you were doing your job.

“Kim’s not shy; you might have noticed. So if he takes on that role to be the public champion for the ABC, well, great, go for it. Someone has to because the ABC is the whipping boy, in particular for Murdoch interests in Australia.”

A past board member, speaking anonymously to avoid being seen to intervene, stresses Williams’ job is a “subtle” one. He cannot run the organisation himself; what power he has must be wielded through management.

“It’s not necessarily easy to effect change at the ABC, assuming you believe it’s necessary,” the former board member said.

The new chairman, a former News Corp executive, certainly seems to think change is required. In a whirlwind week of interviews, Williams called for more arts coverage, more innovation, “freedom from bias”, civility among staff, and more cultural diversity. The ABC should not, he said, be loud in self-congratulation, rather “loud in its performance”. Defending its position it should be “not only grandiloquent but calm, measured and authoritative”.

And he wants it to pay attention to people like John Lyons. Of the senior reporter’s words, which caused such consternation at board level on Monday, Williams said: “One would be erring if one didn’t listen closely to that feedback.”

For now, he’s got the luxury of commenting from the outside. From March 6, he’ll be the man at the helm.

*The Morning Edition newsletter is our guide to the day's most important and interesting stories, analysis and insights. [Sign up here.](#)*

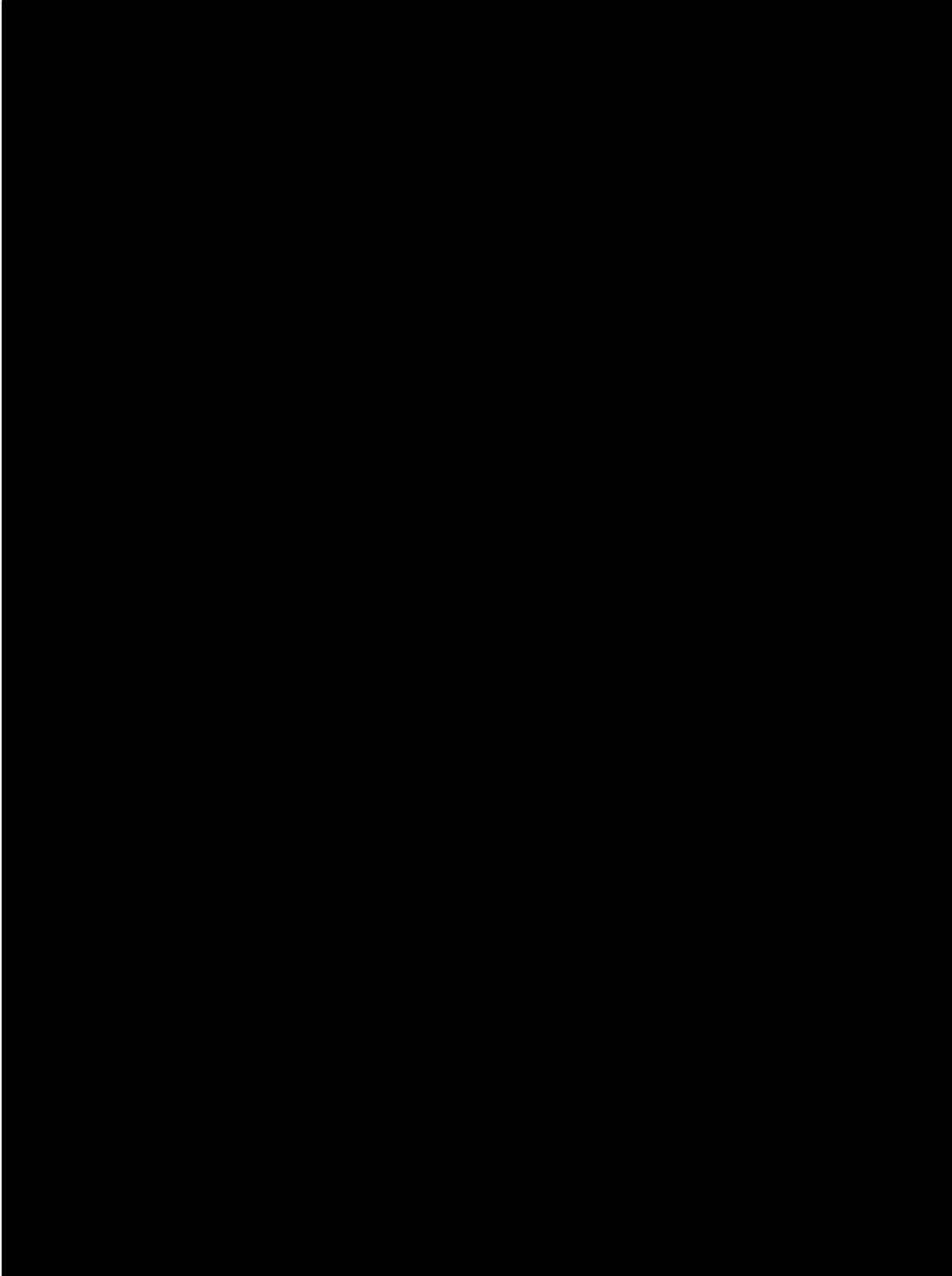


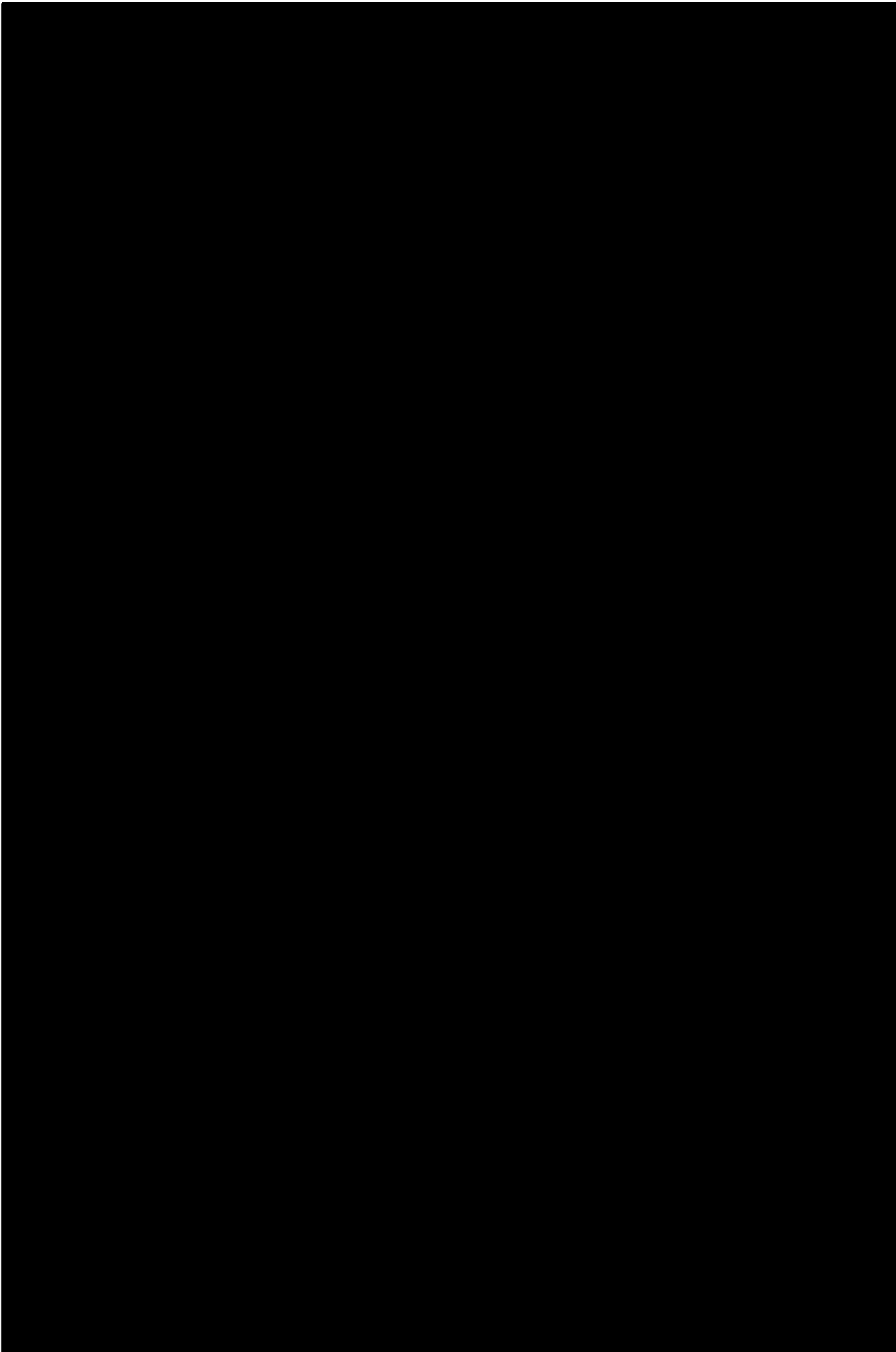
Michael Bachelard is a senior writer and former deputy editor and investigations editor of The Age. He has worked in Canberra, Melbourne and Jakarta, has written two books and won multiple awards for journalism, including the Gold Walkley. Connect via [Twitter](#).

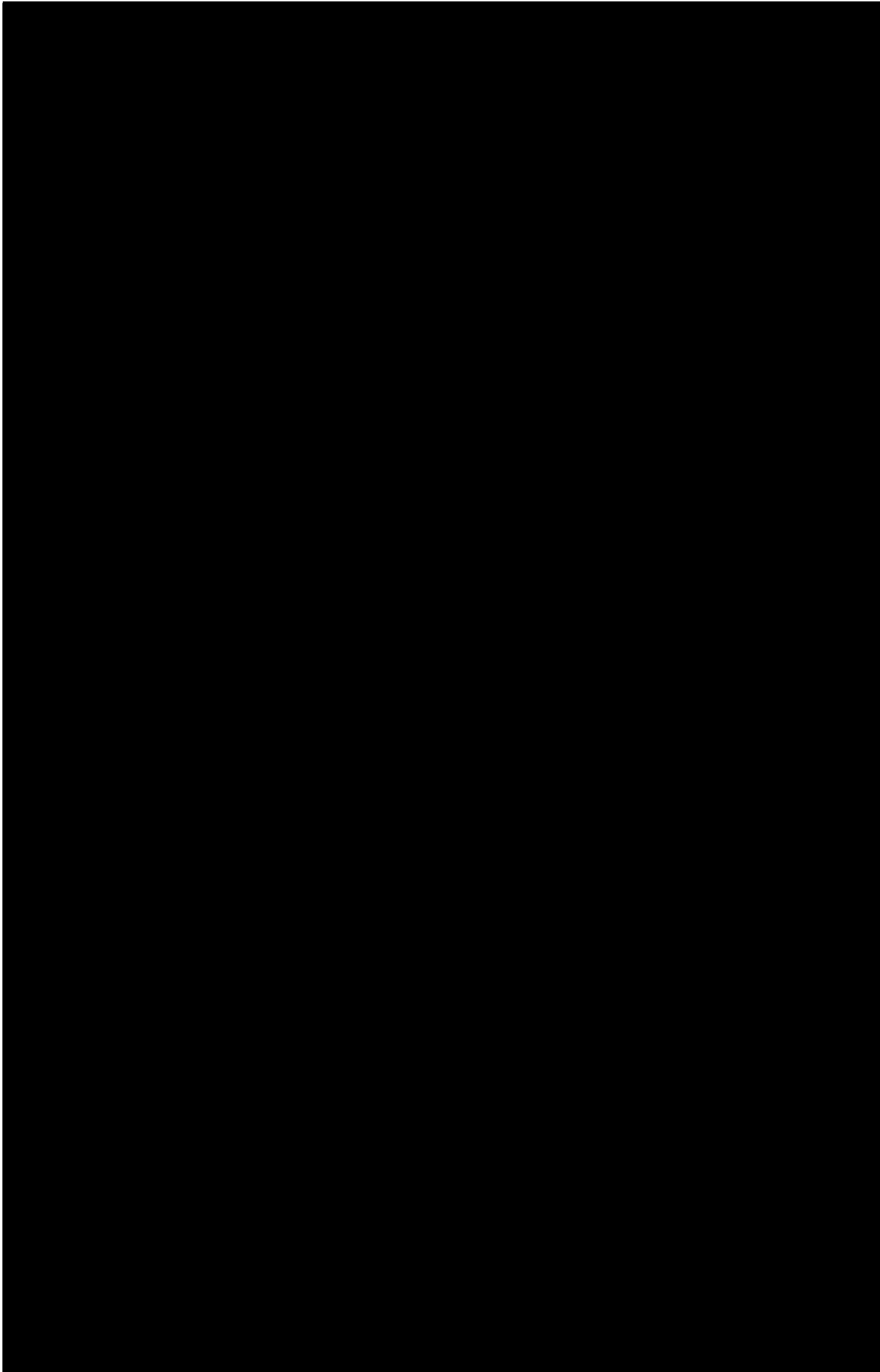


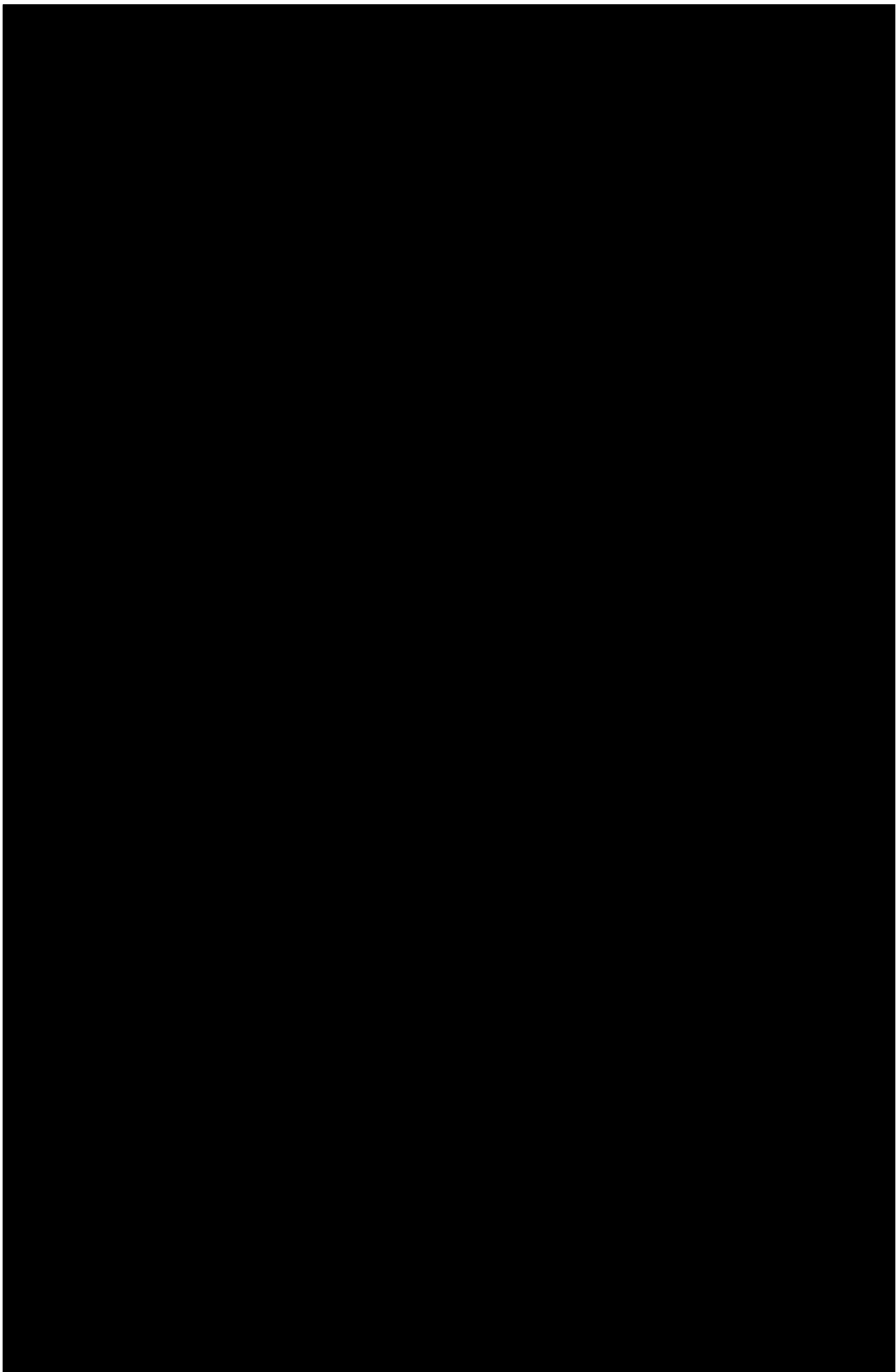
Calum Jaspan is a media writer for The Sydney Morning Herald and The Age, based in Melbourne.

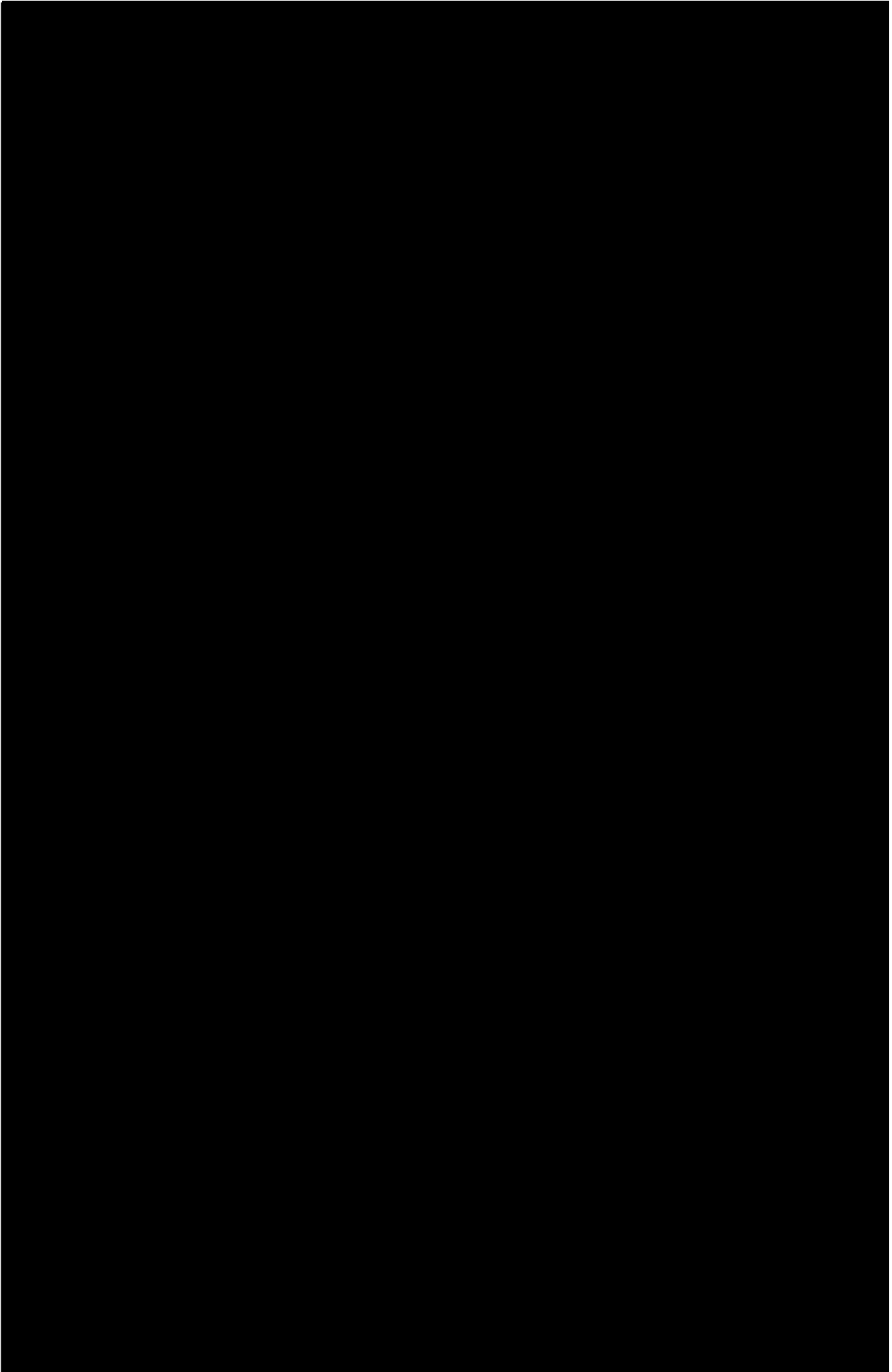


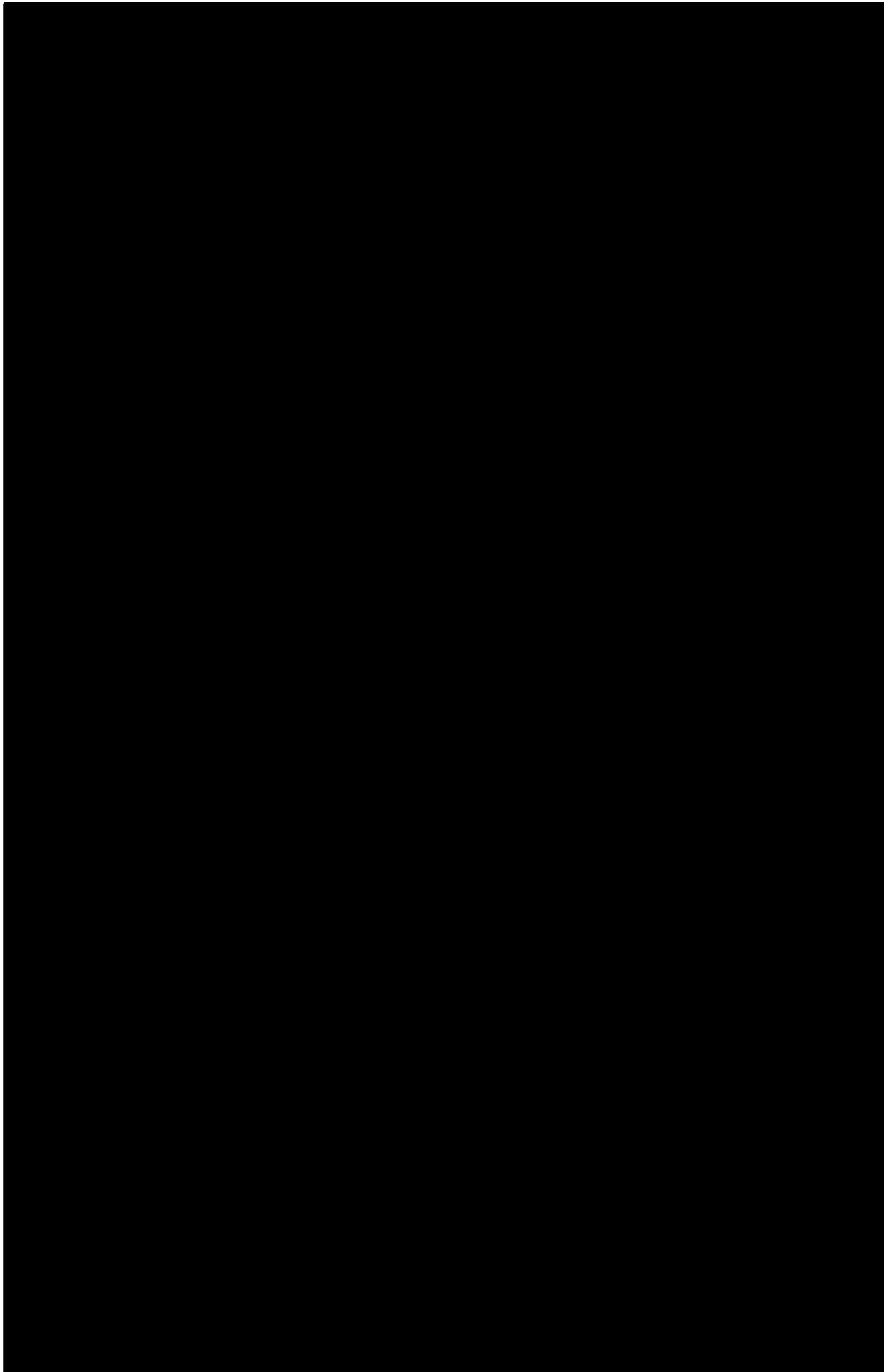


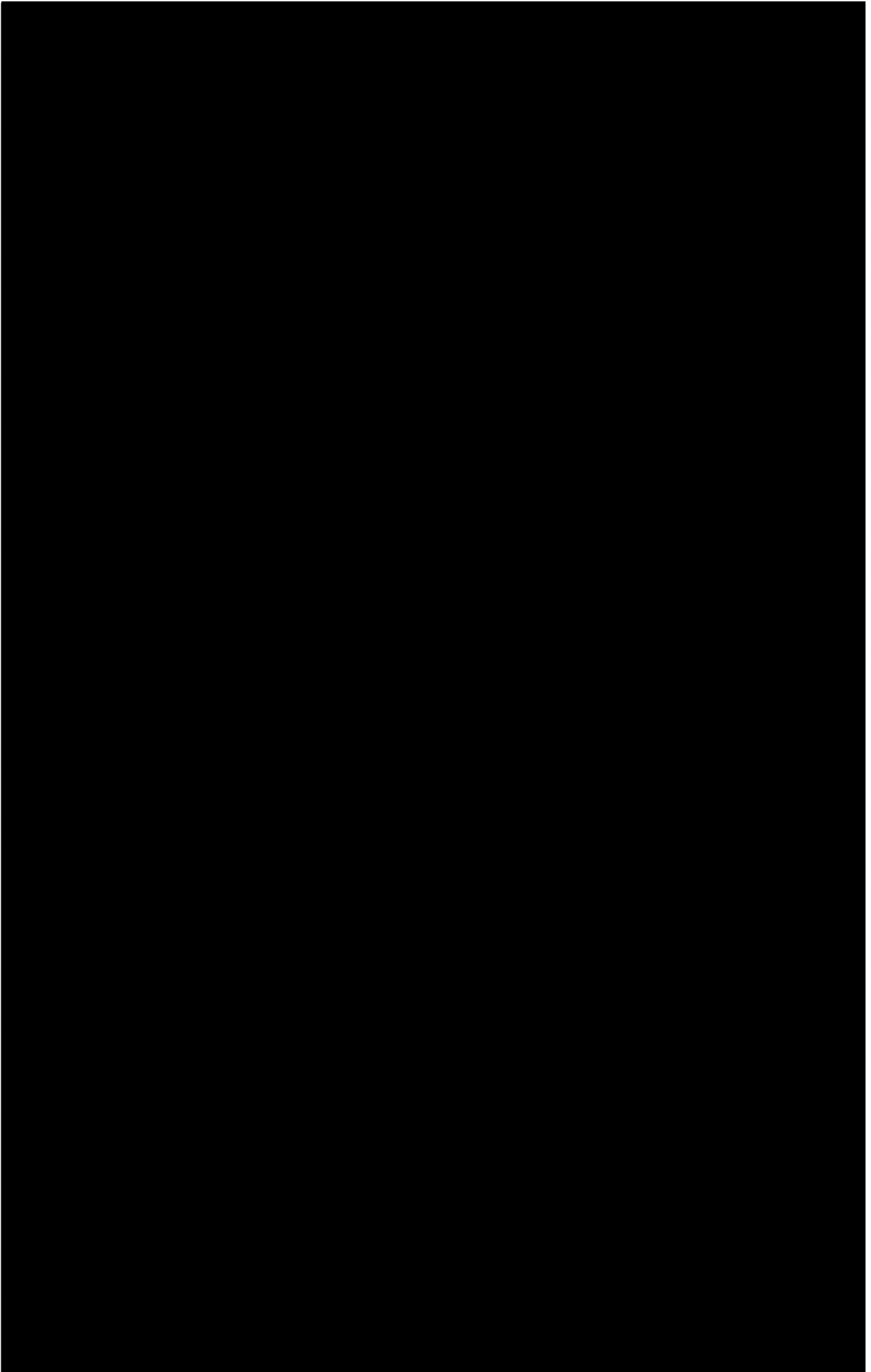


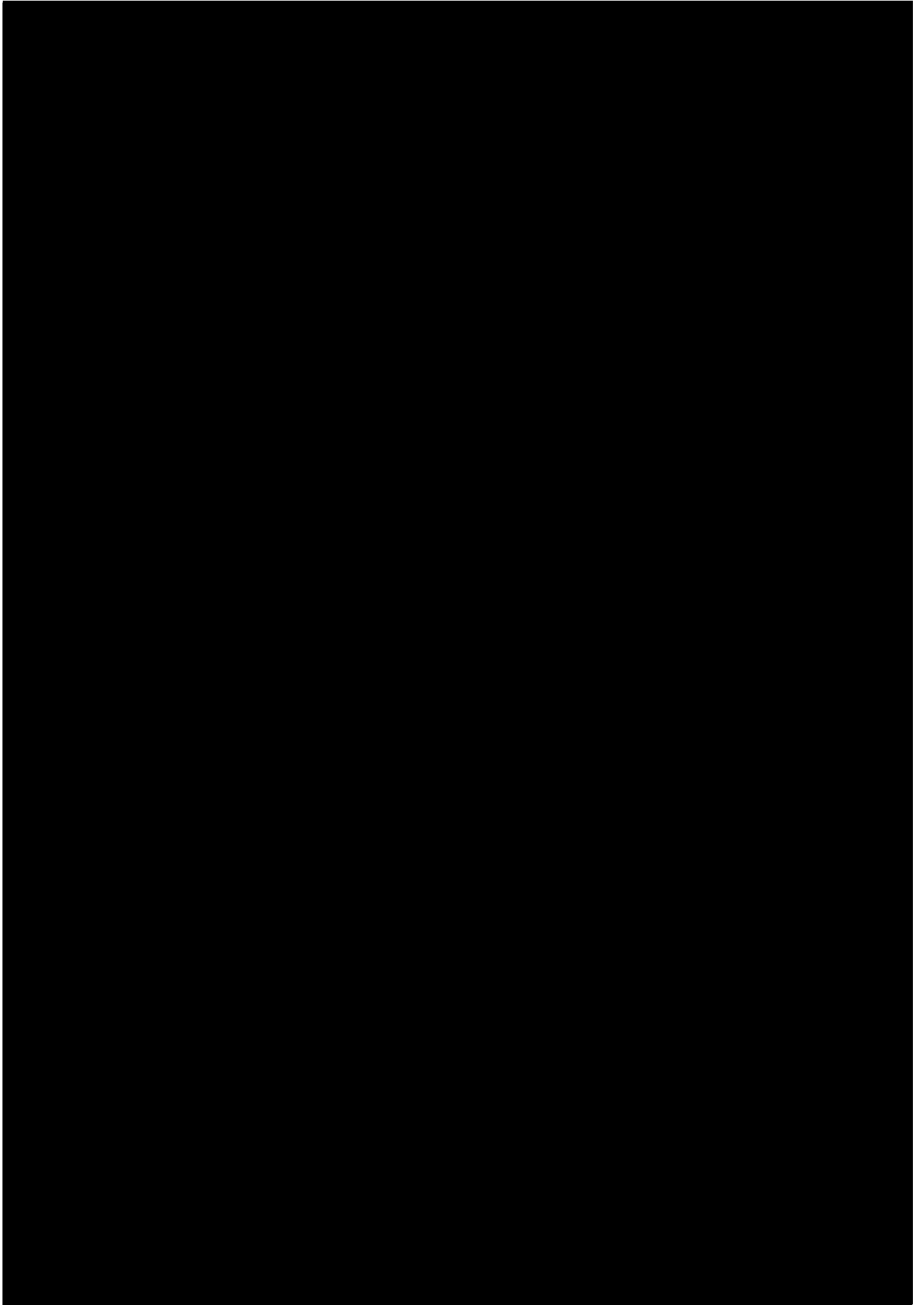




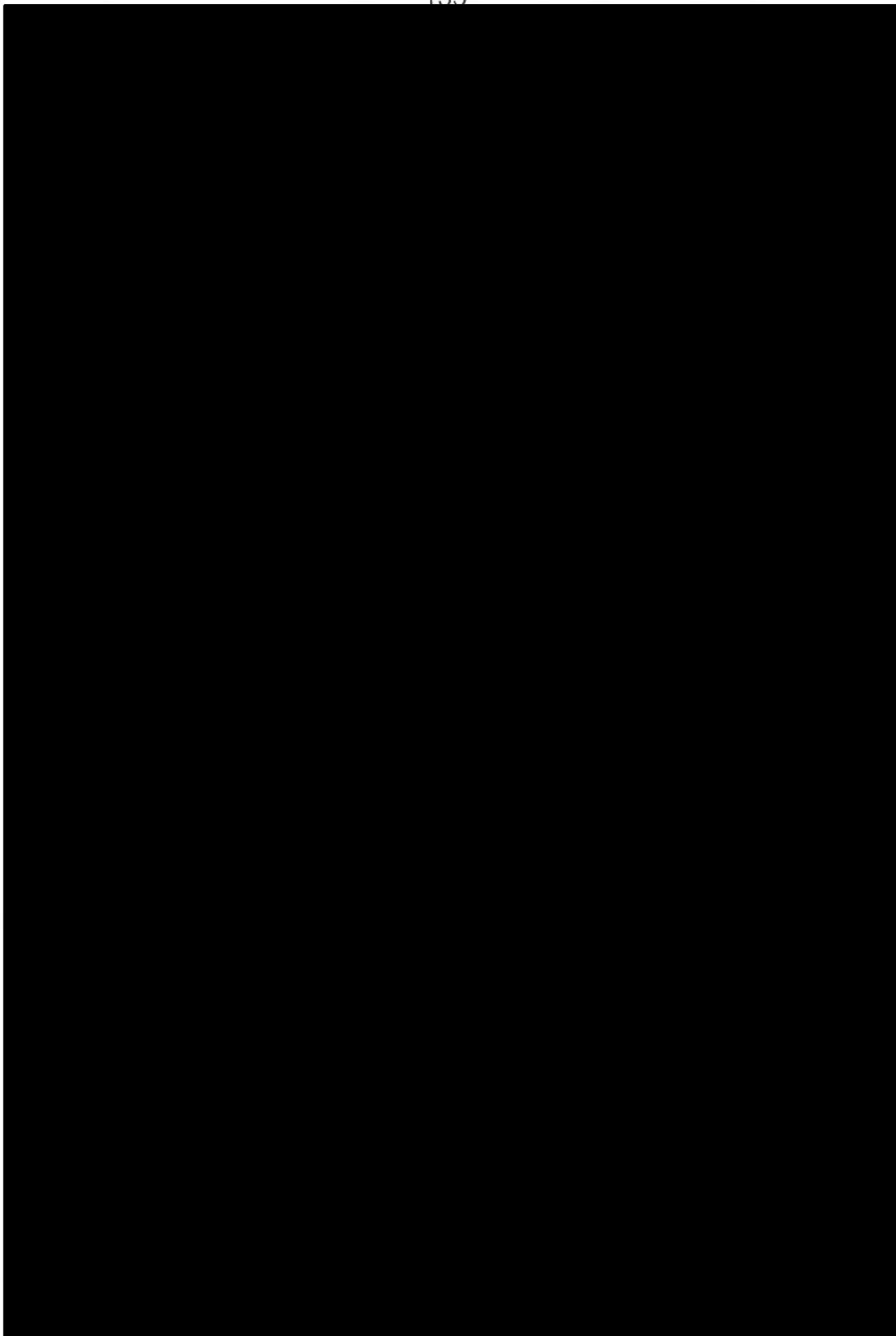


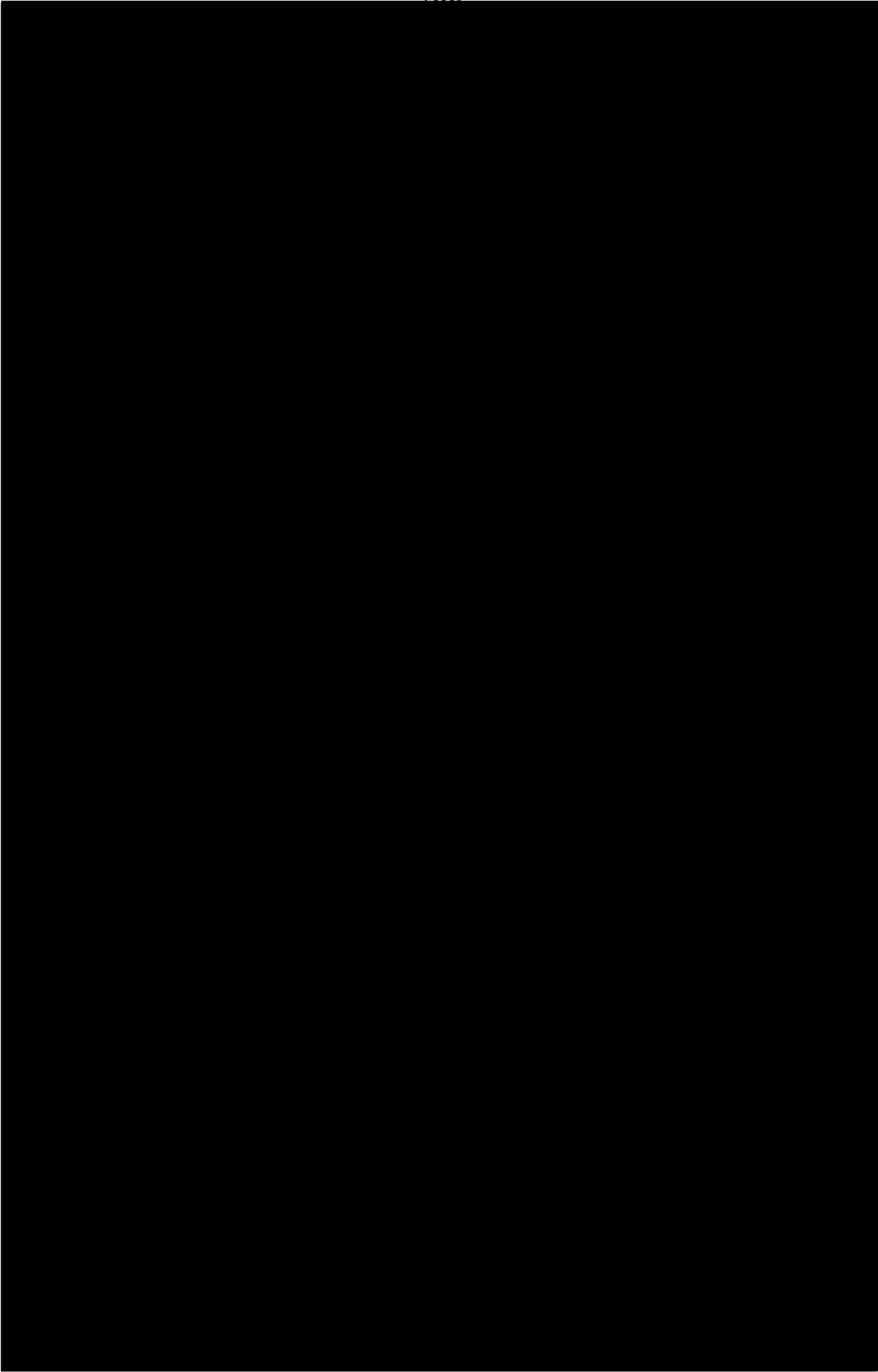


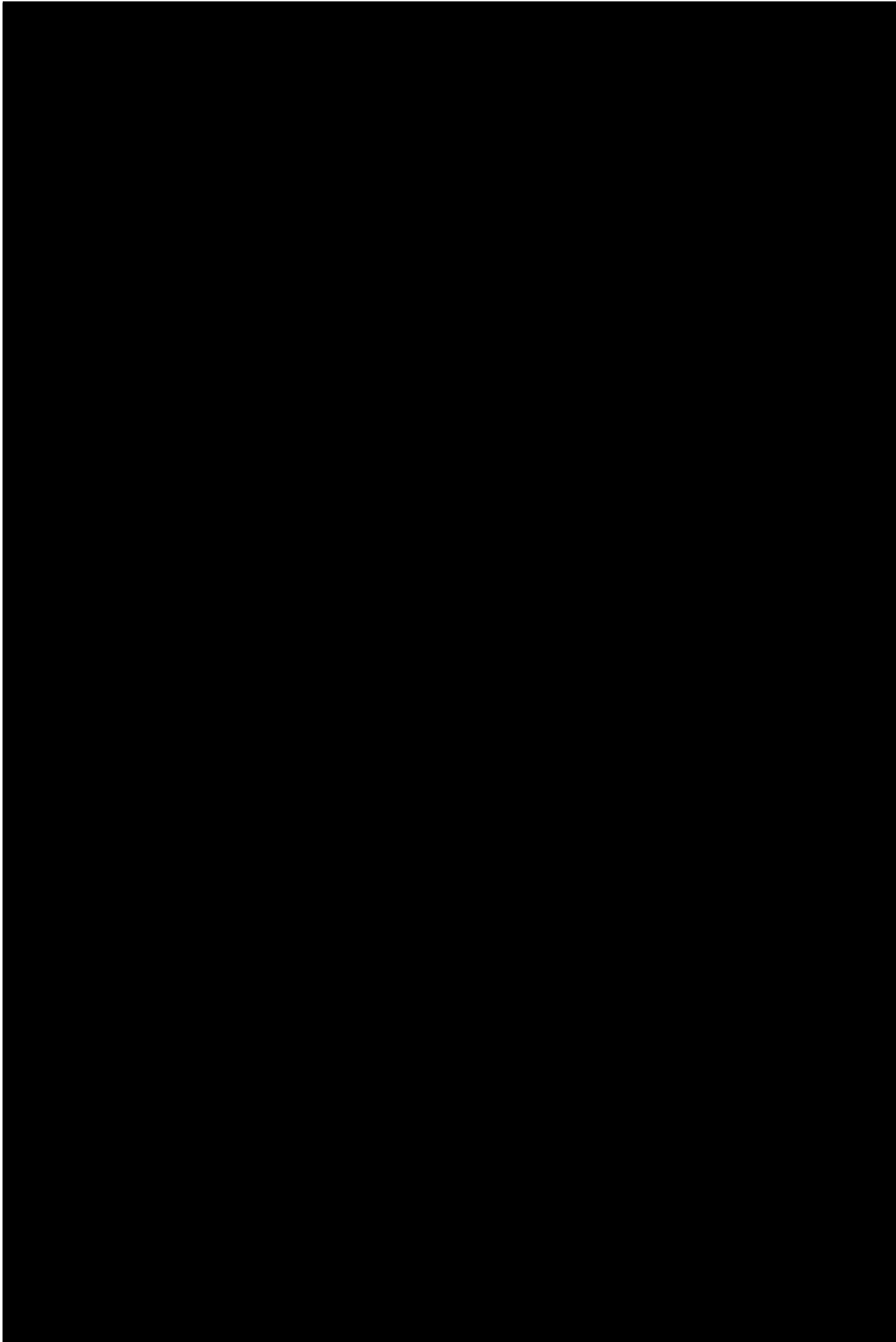


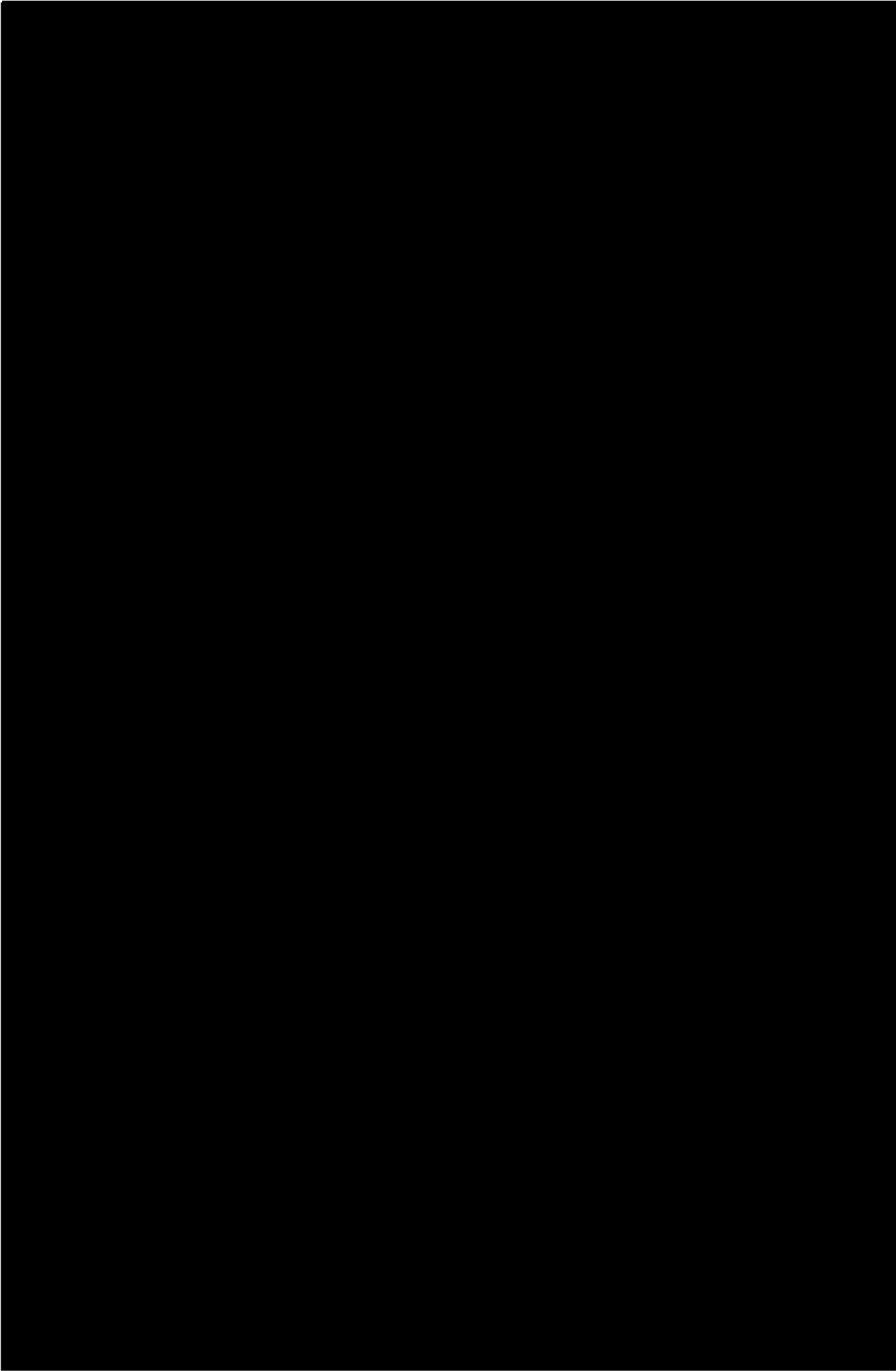


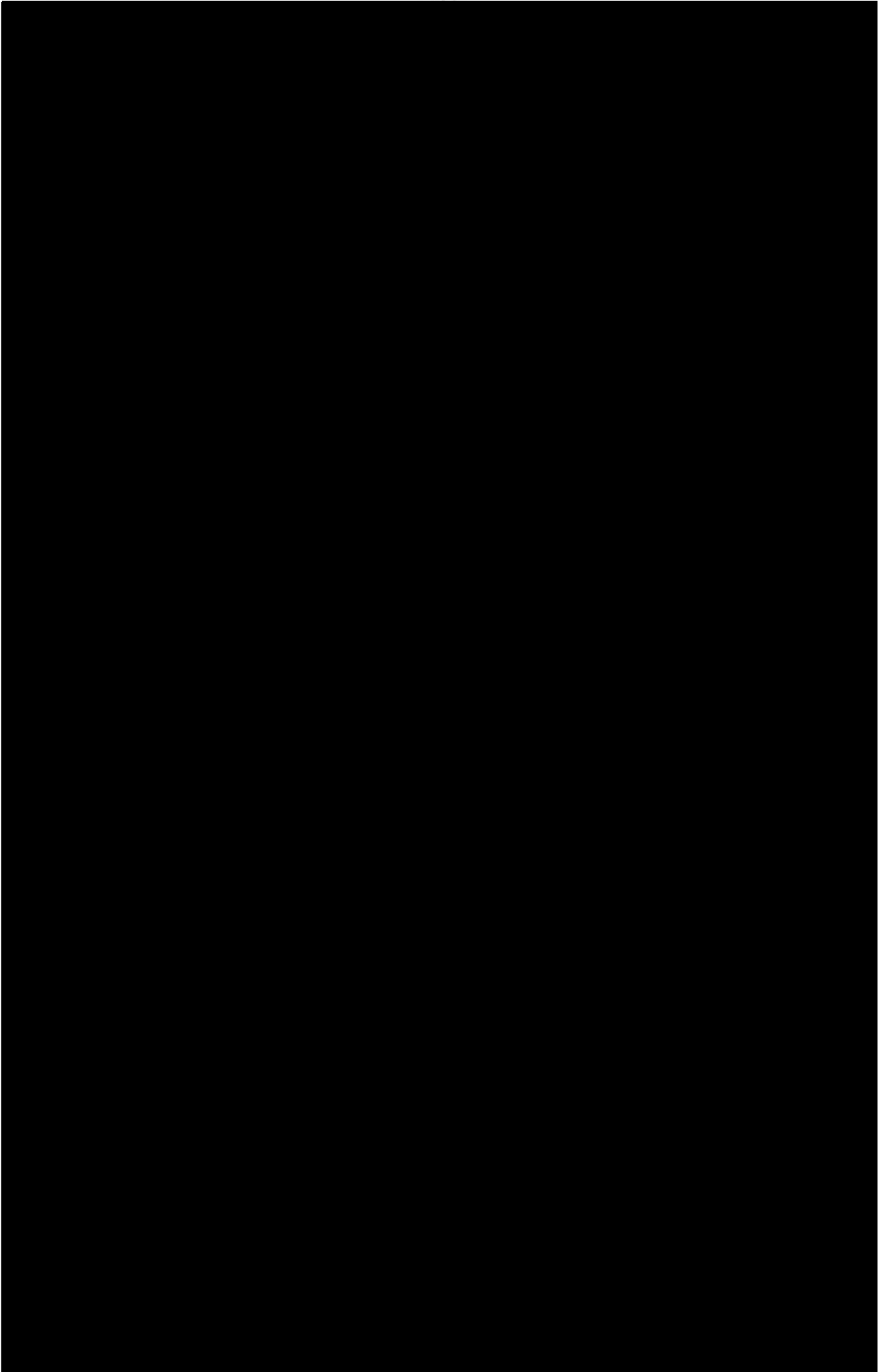


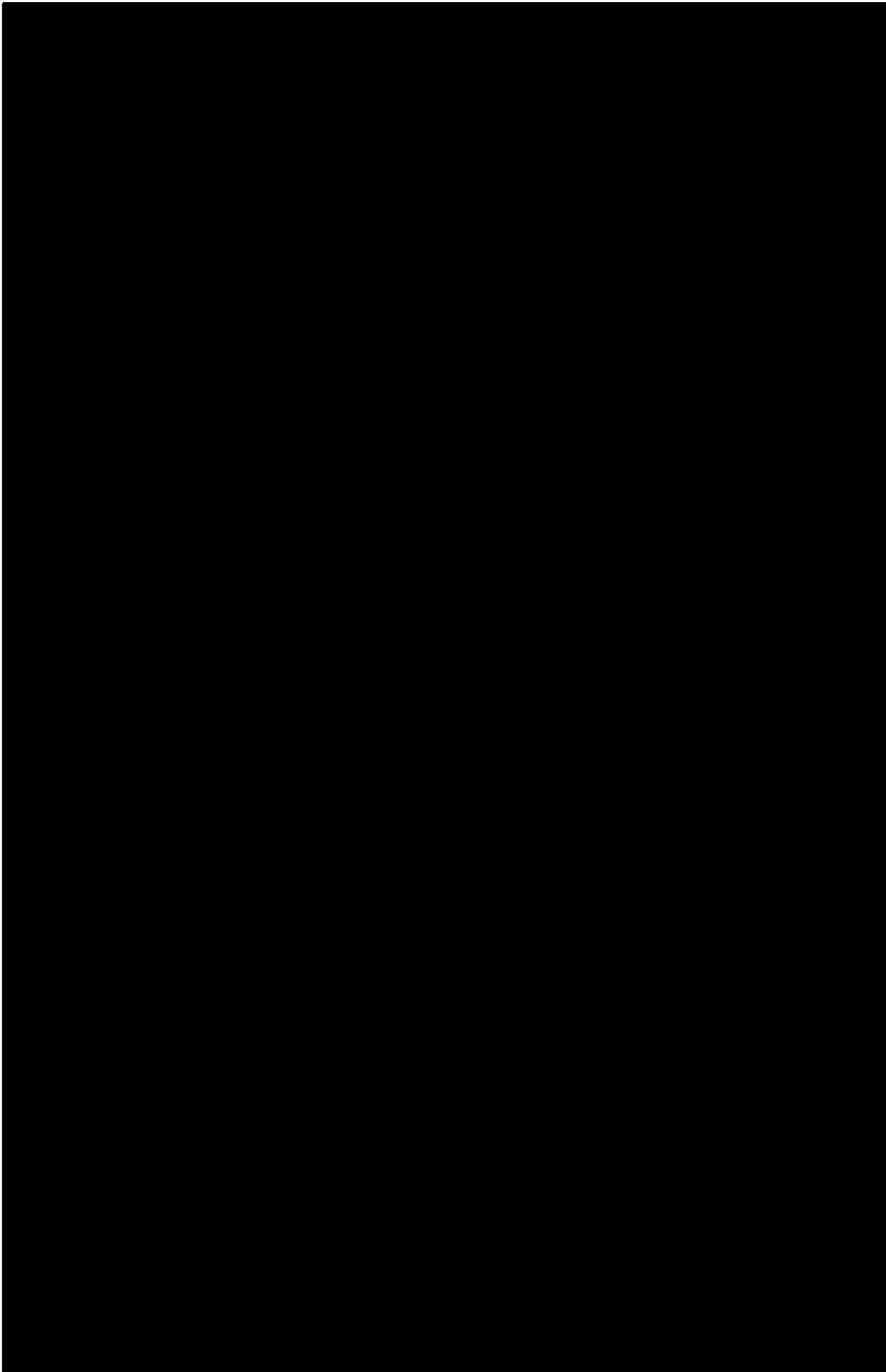


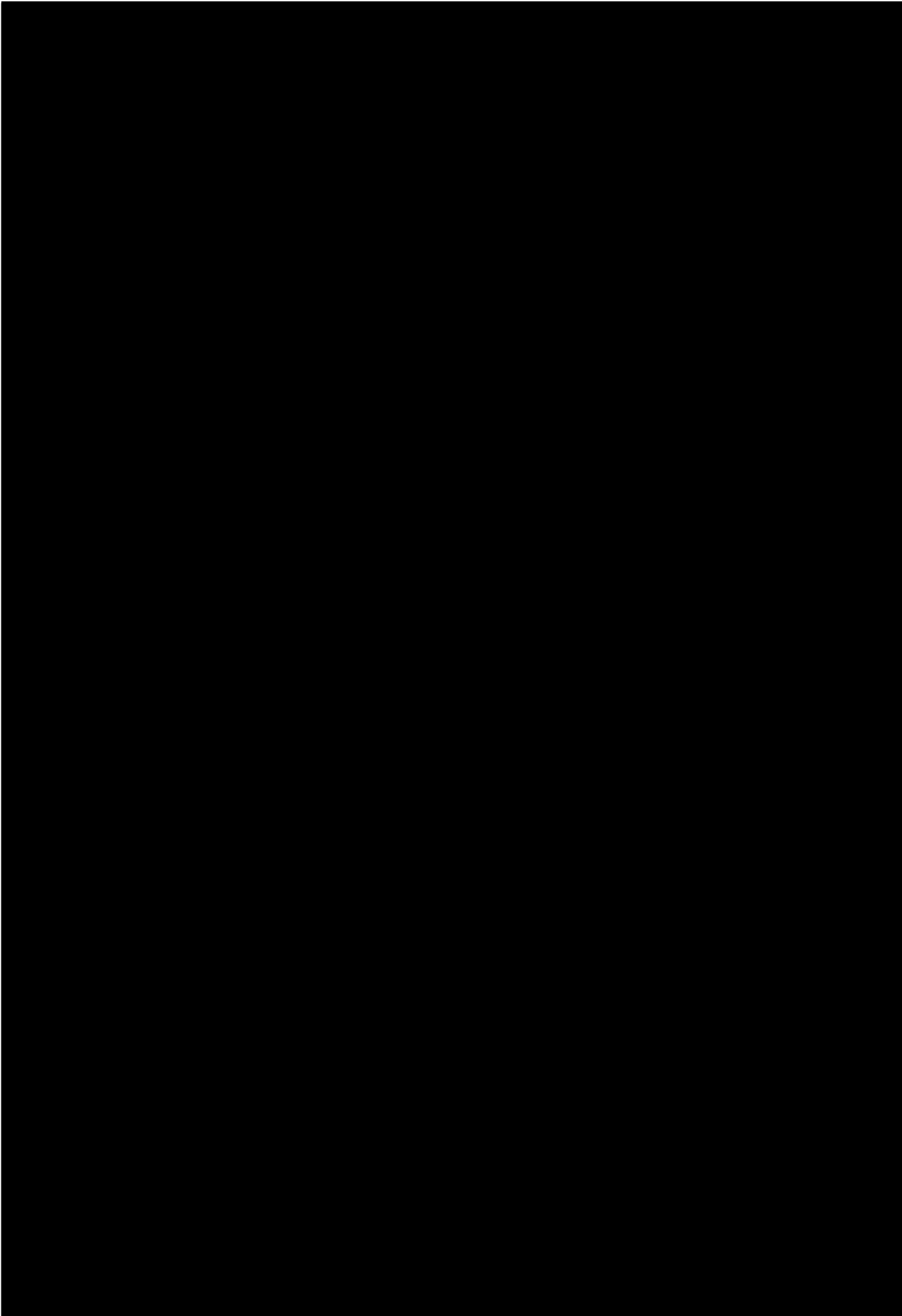


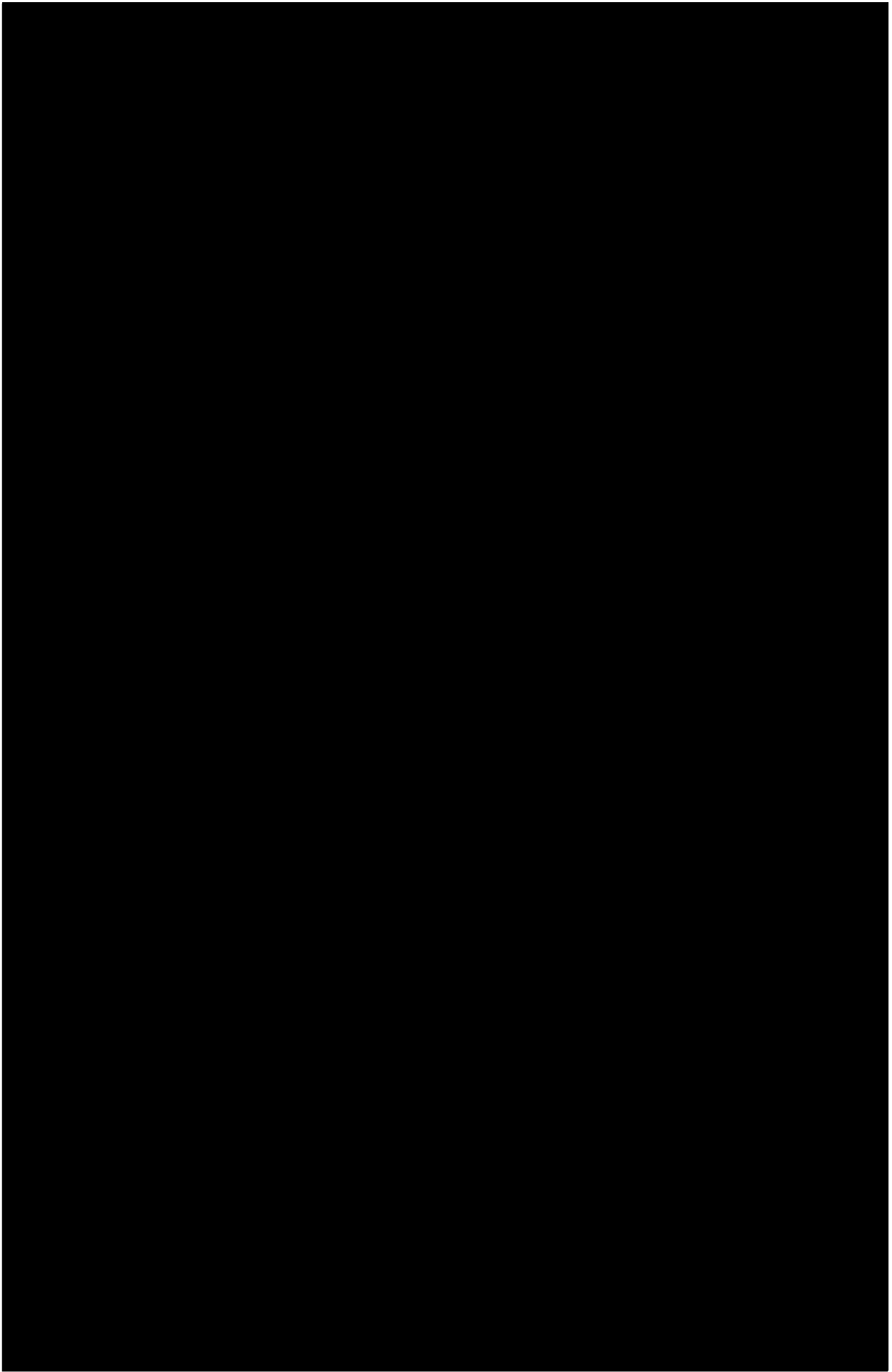




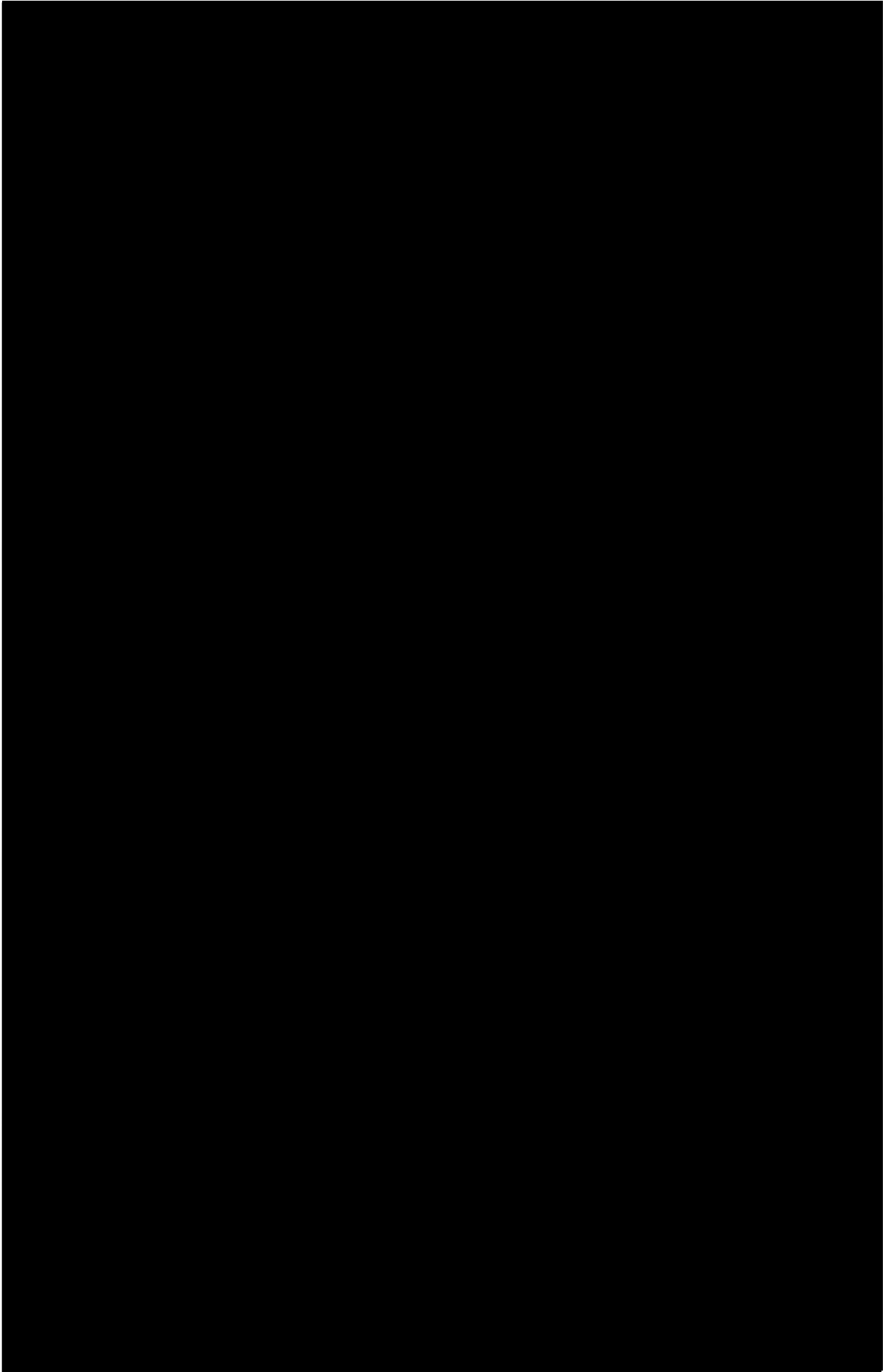


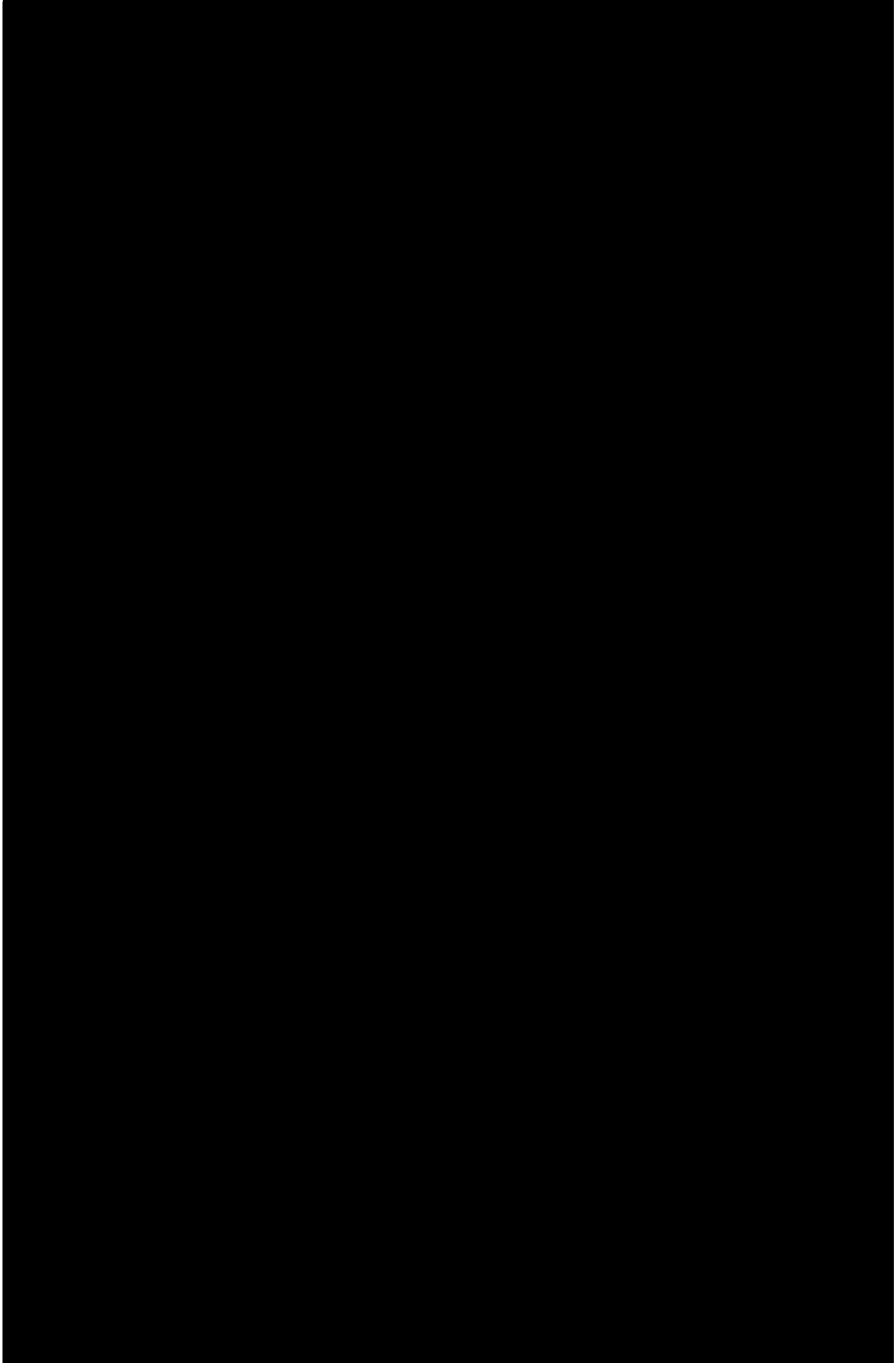


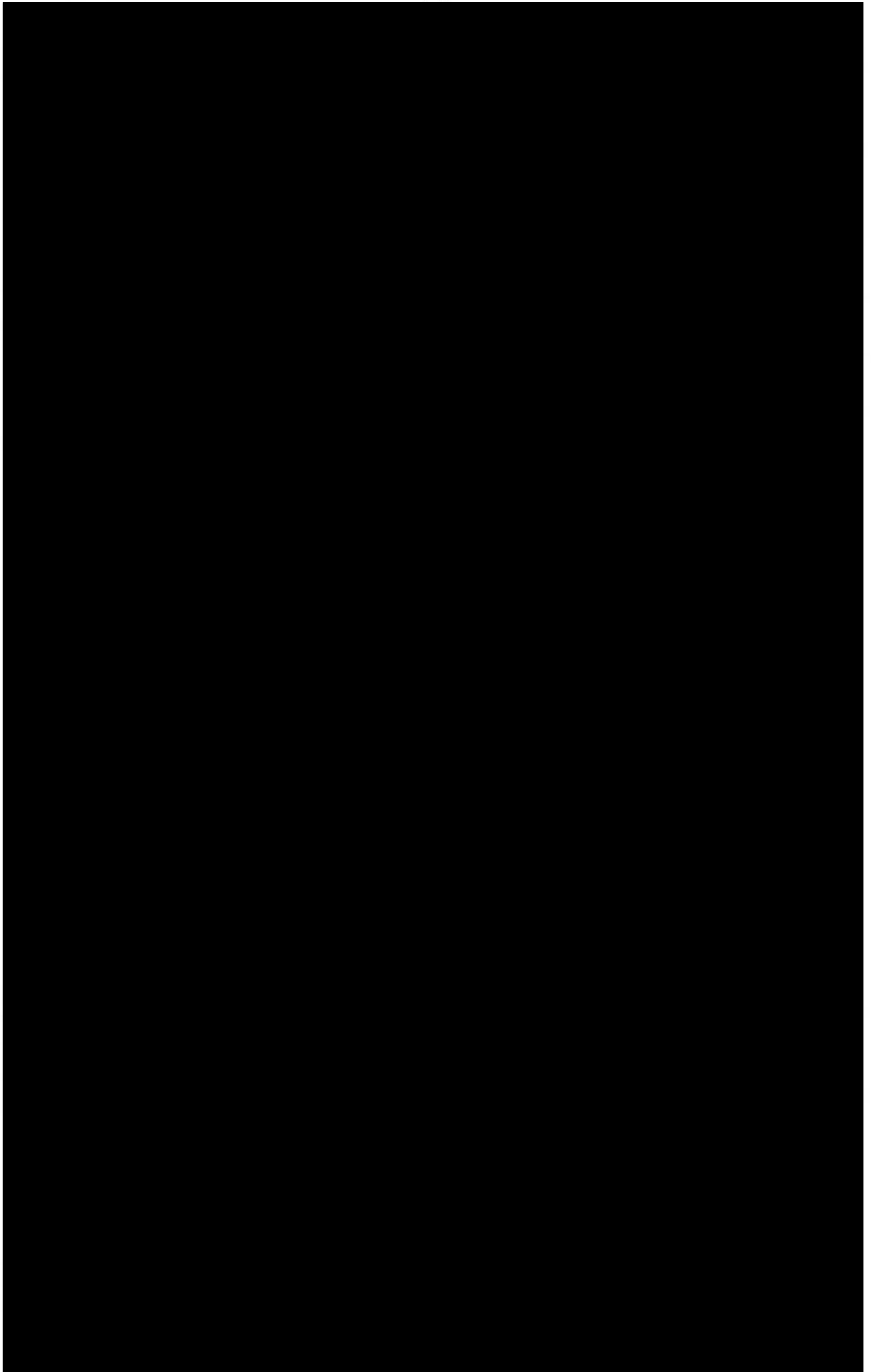


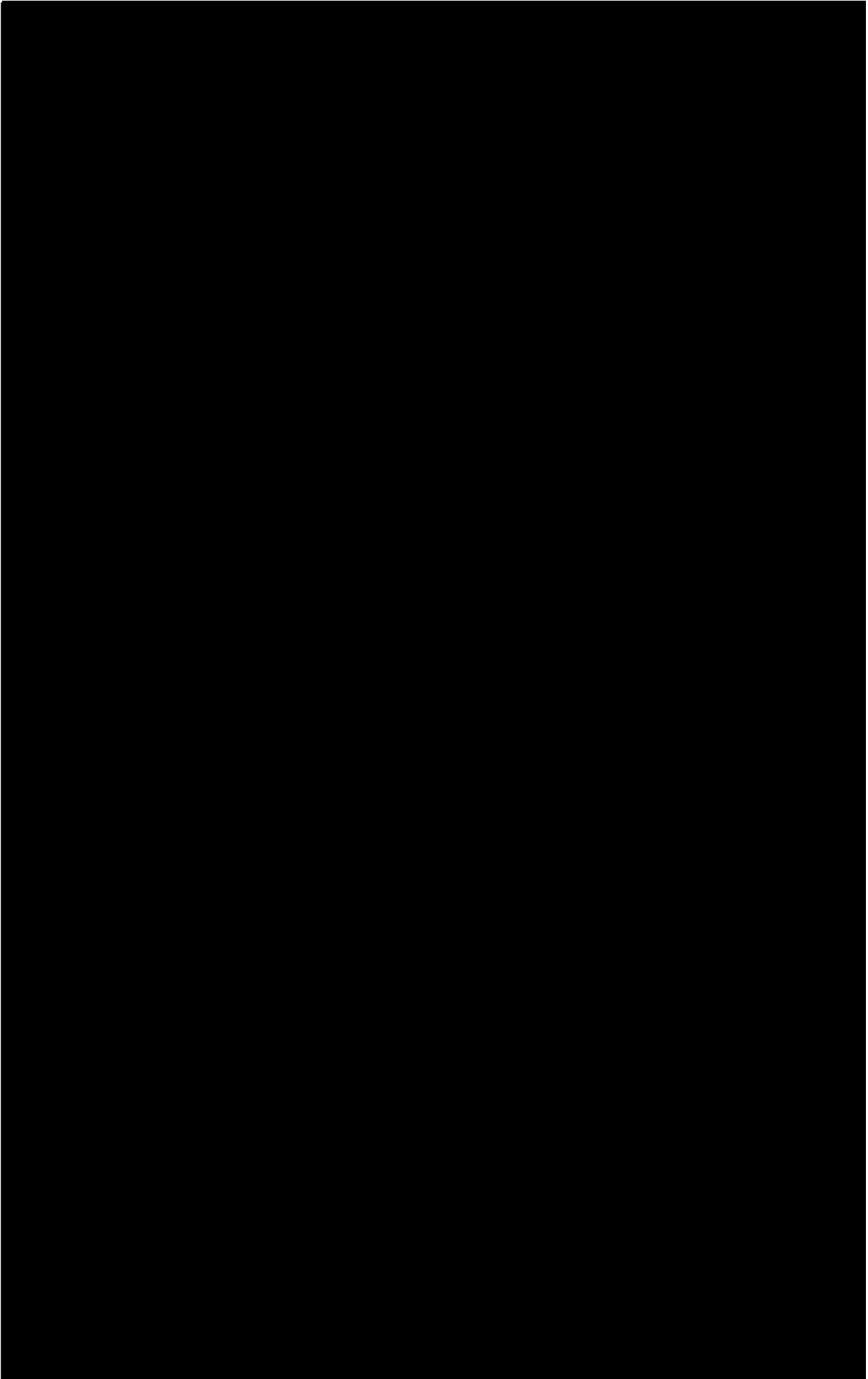


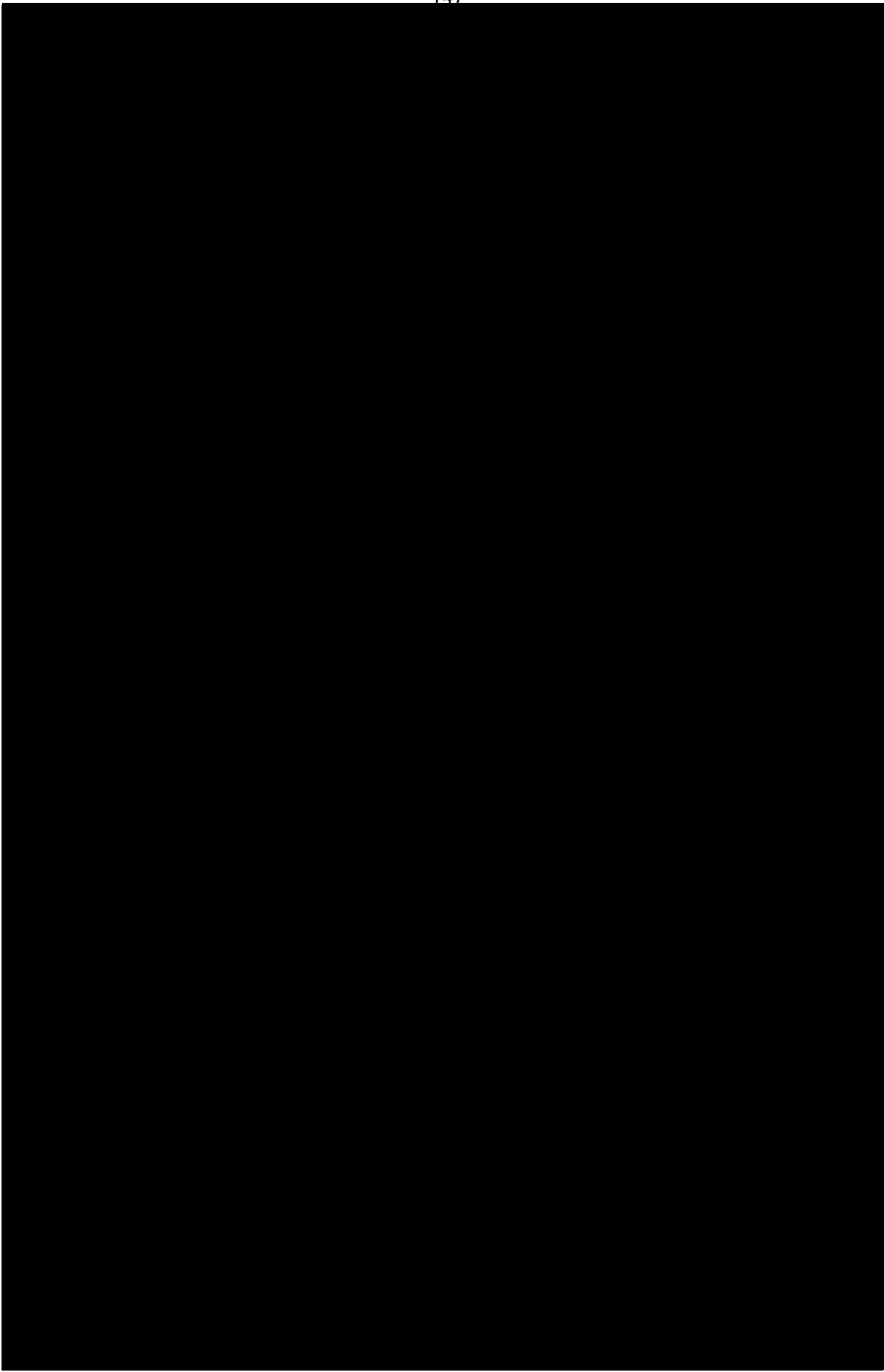


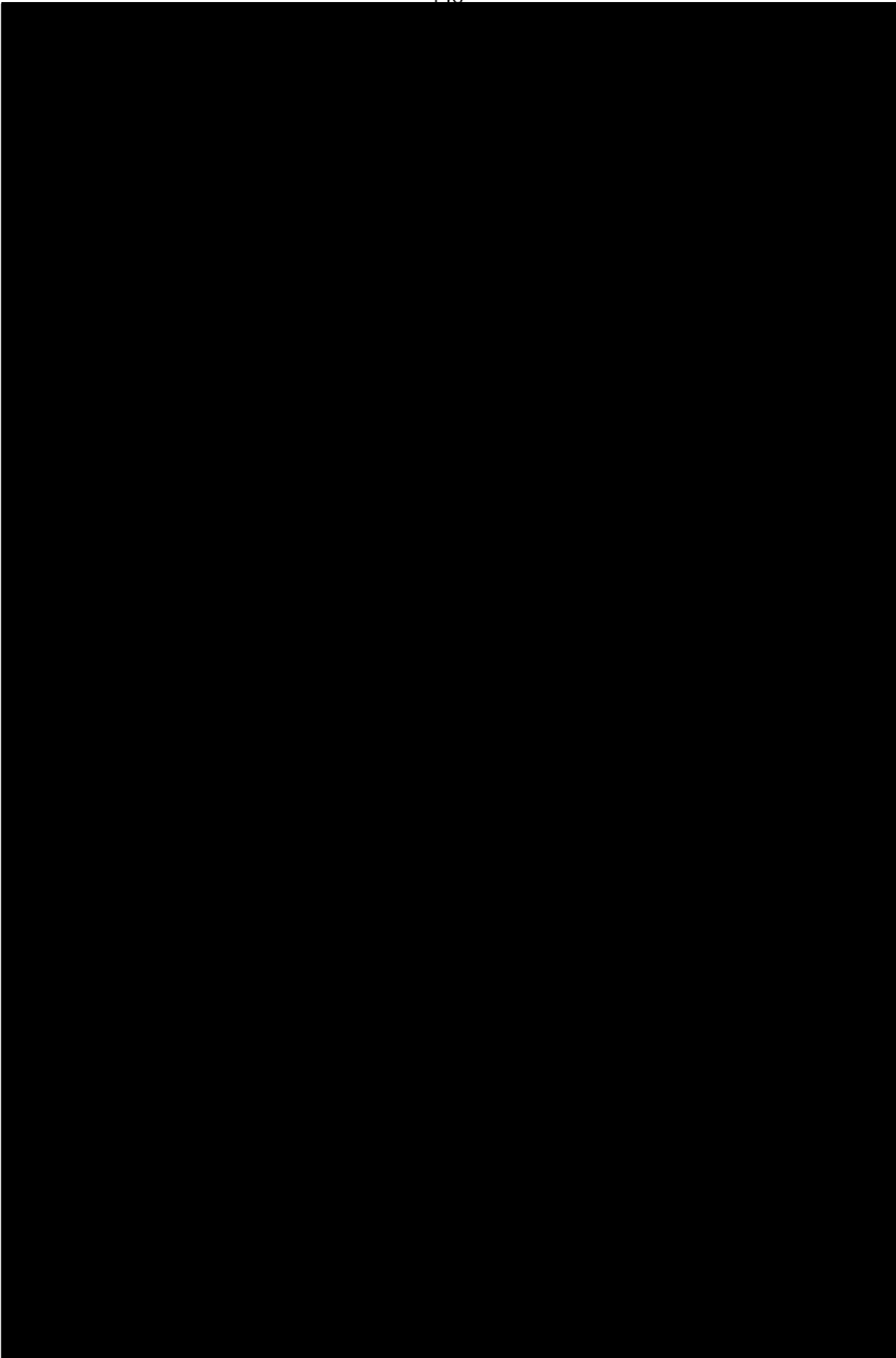


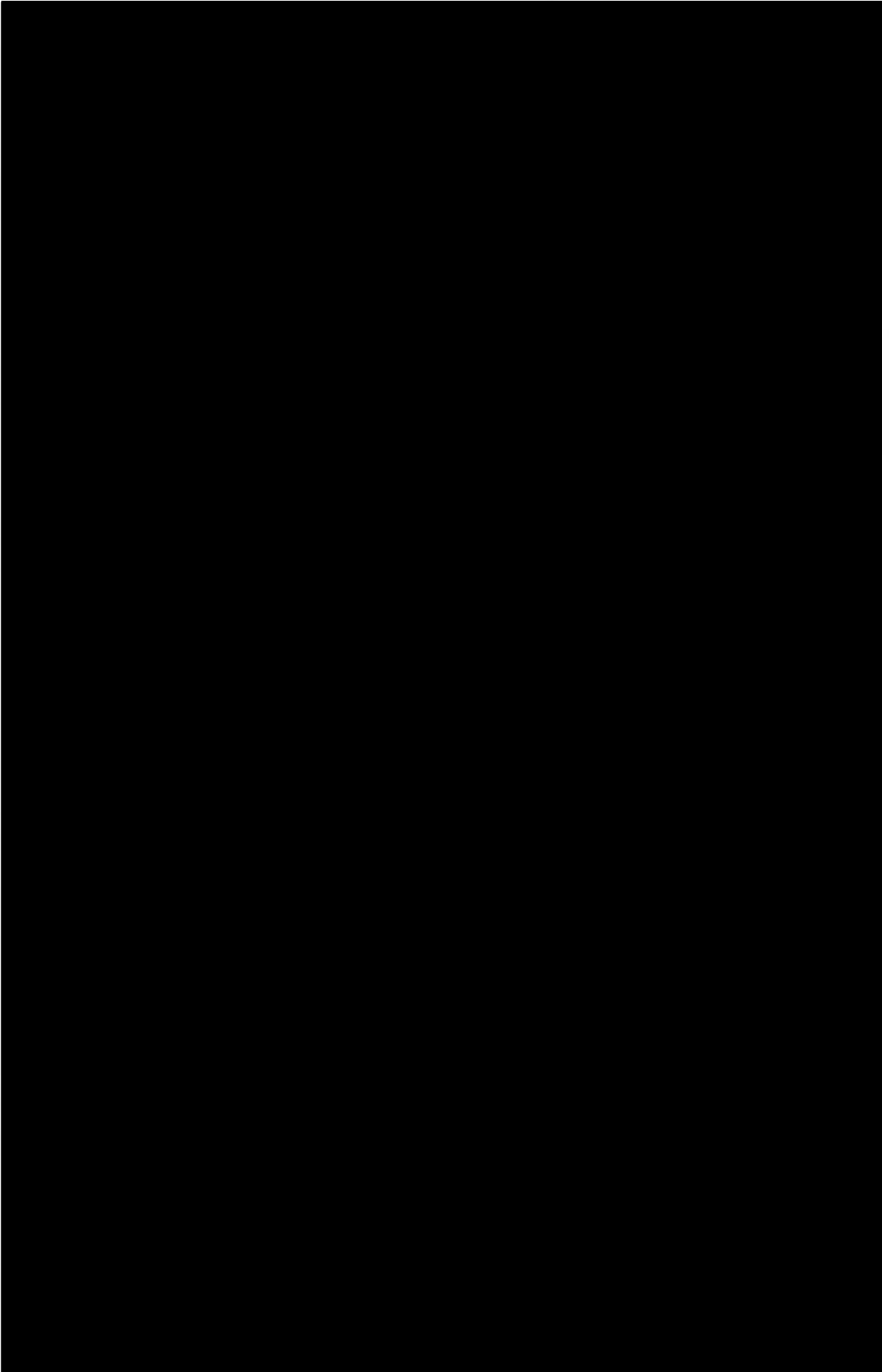


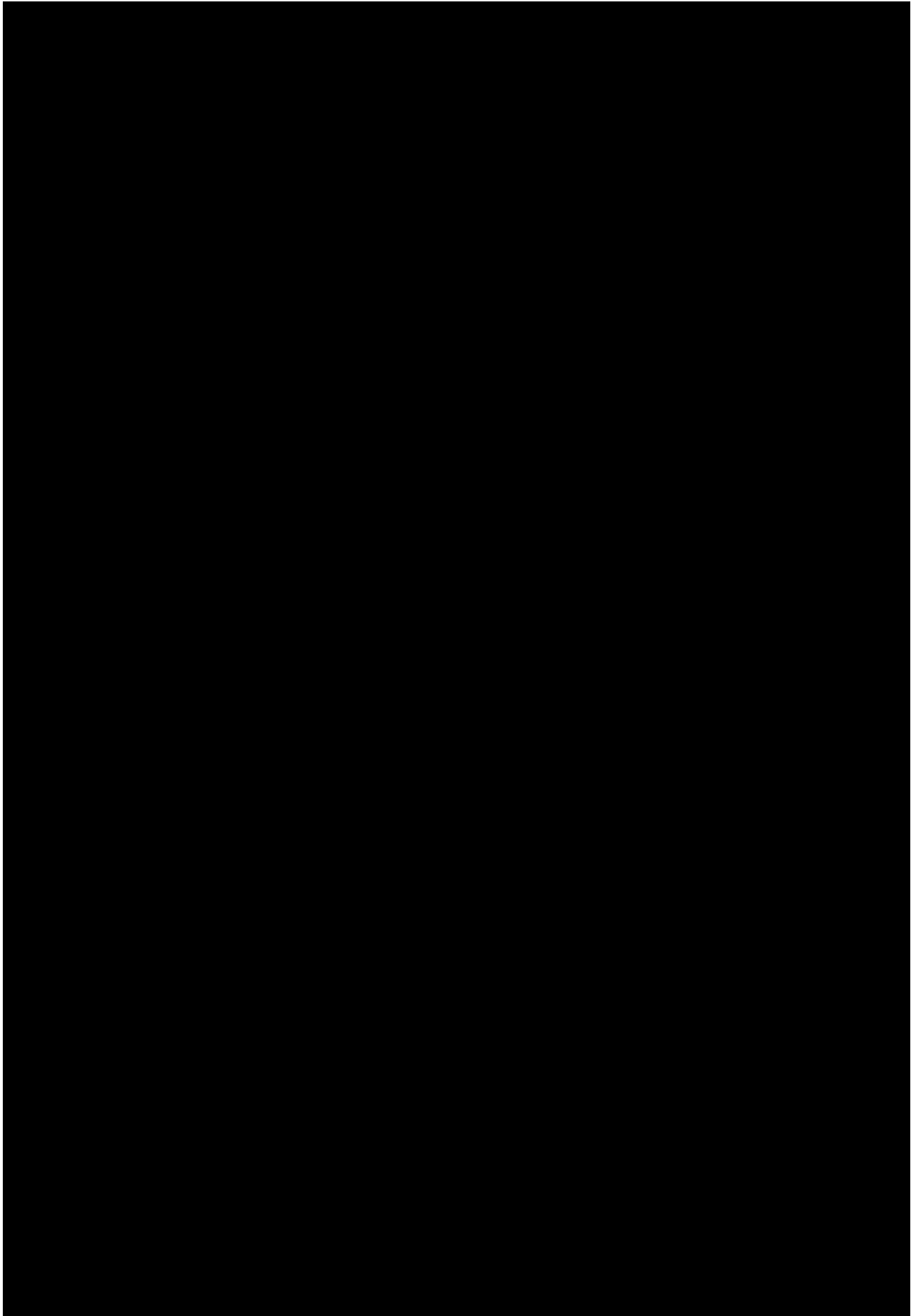




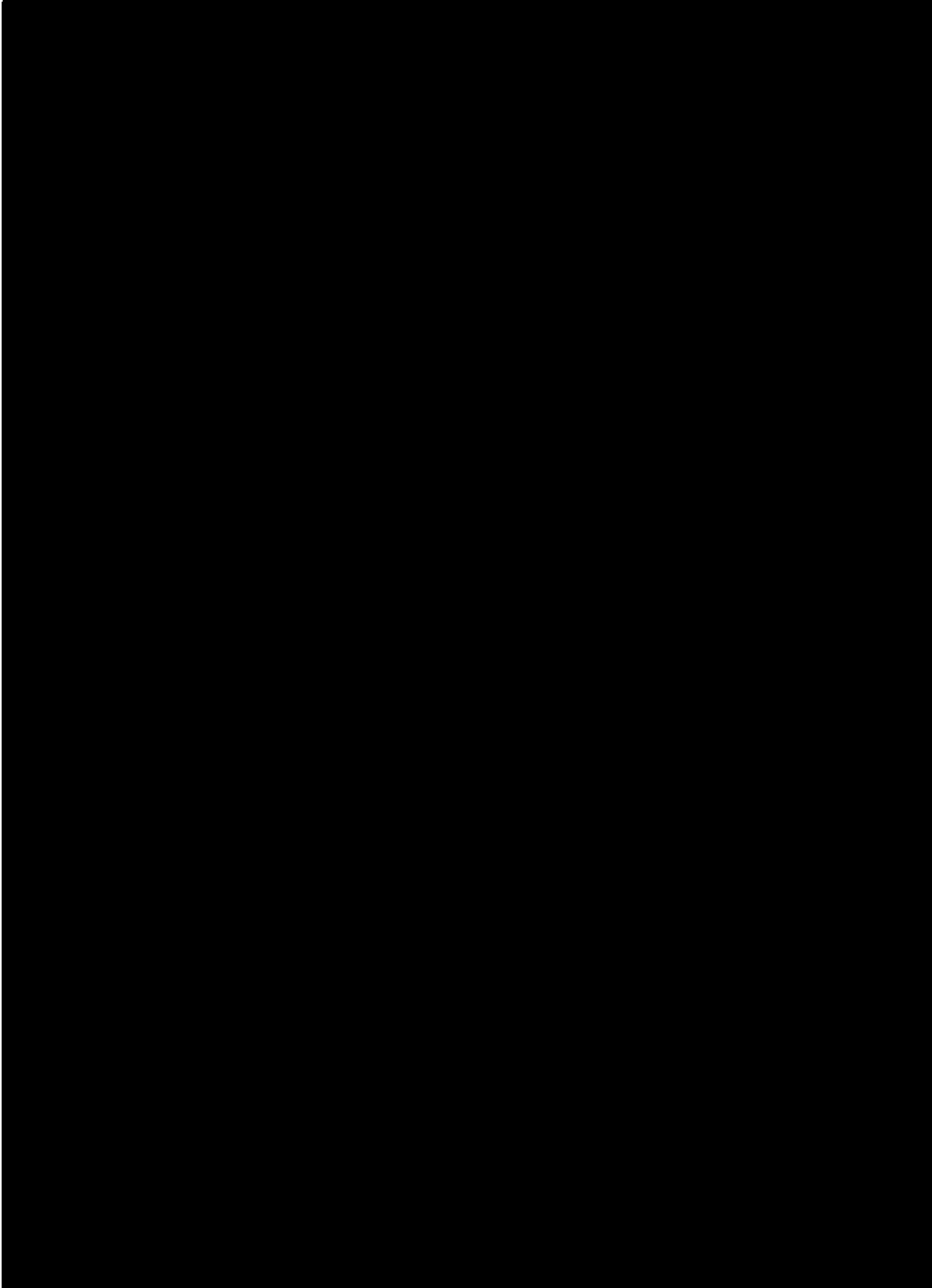


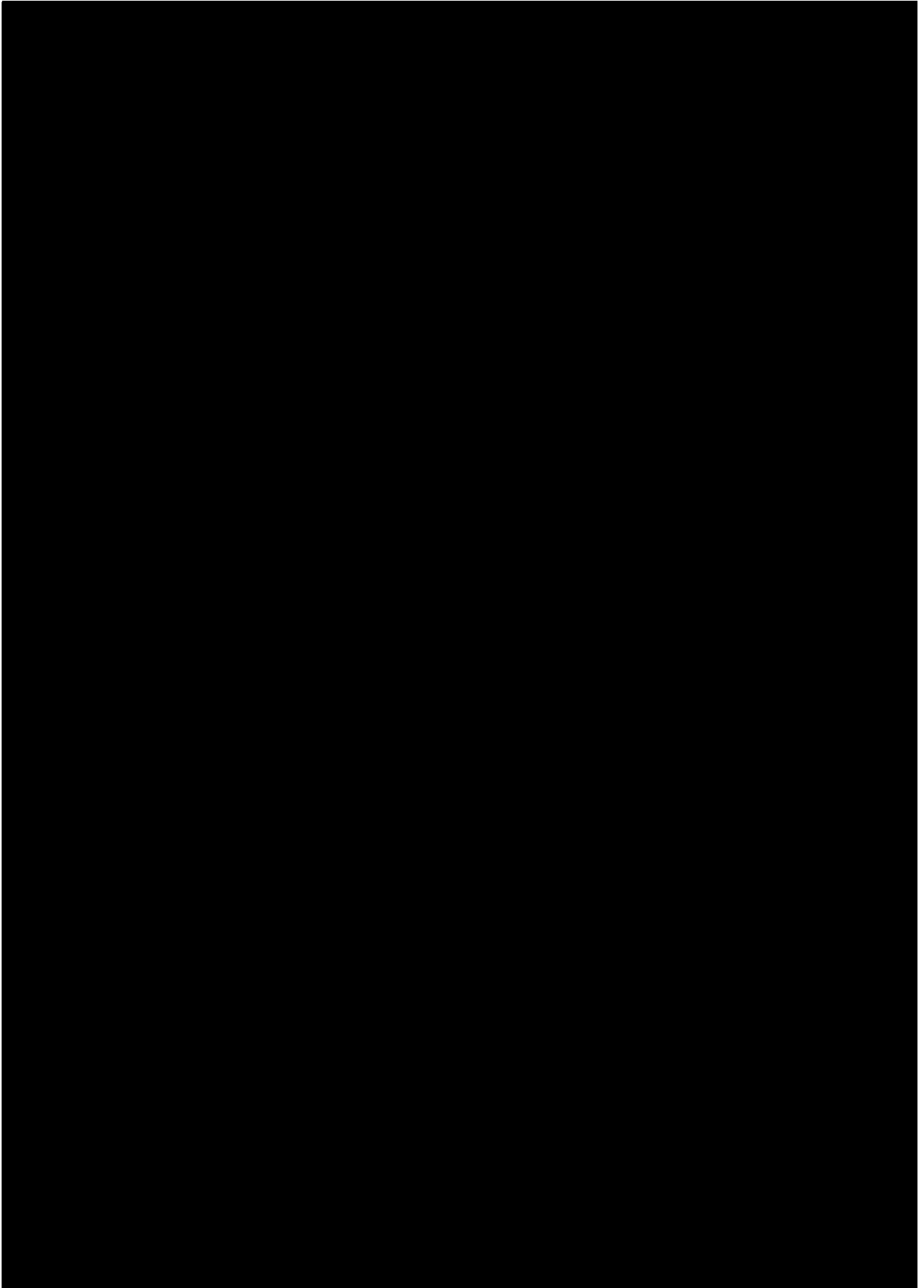


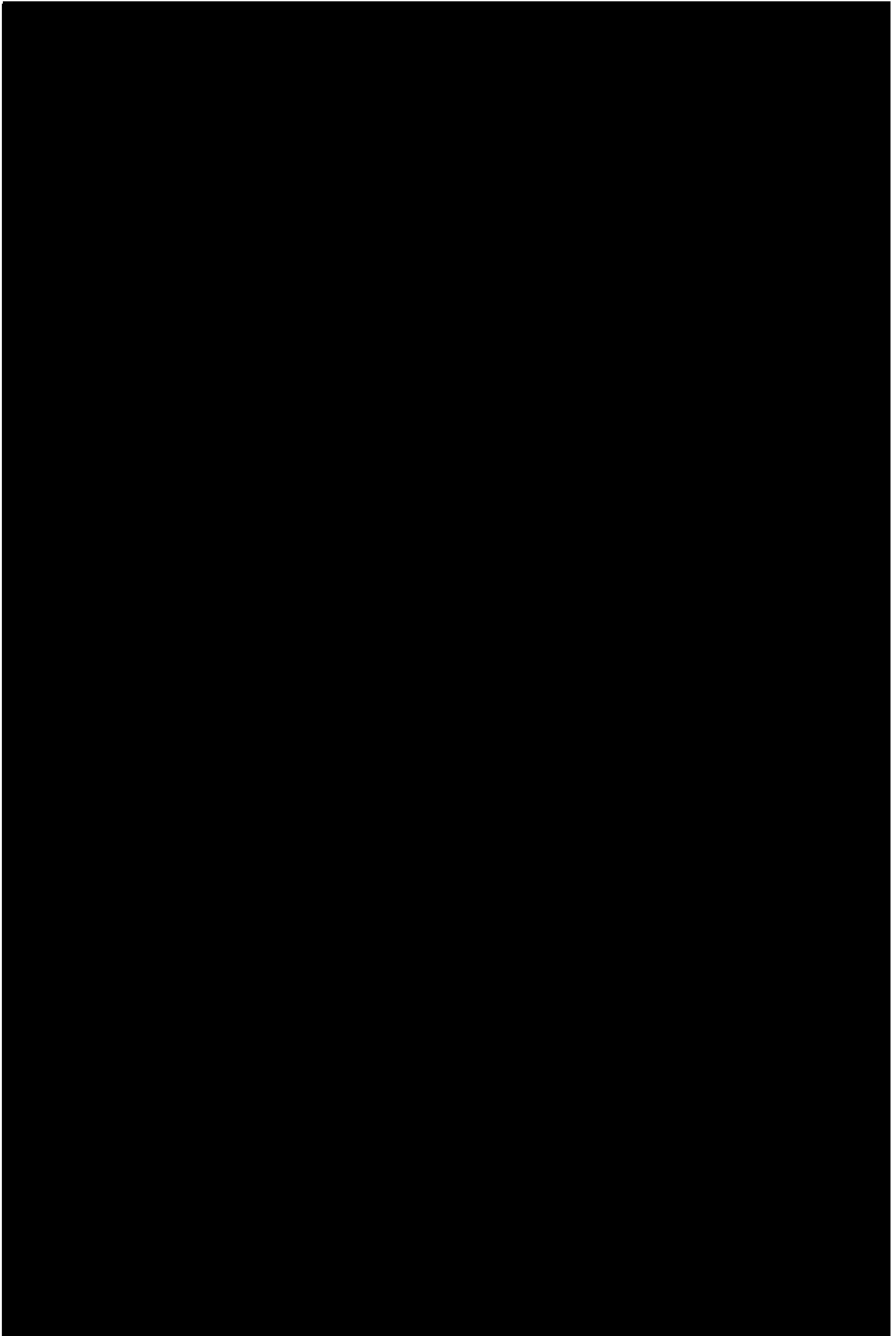


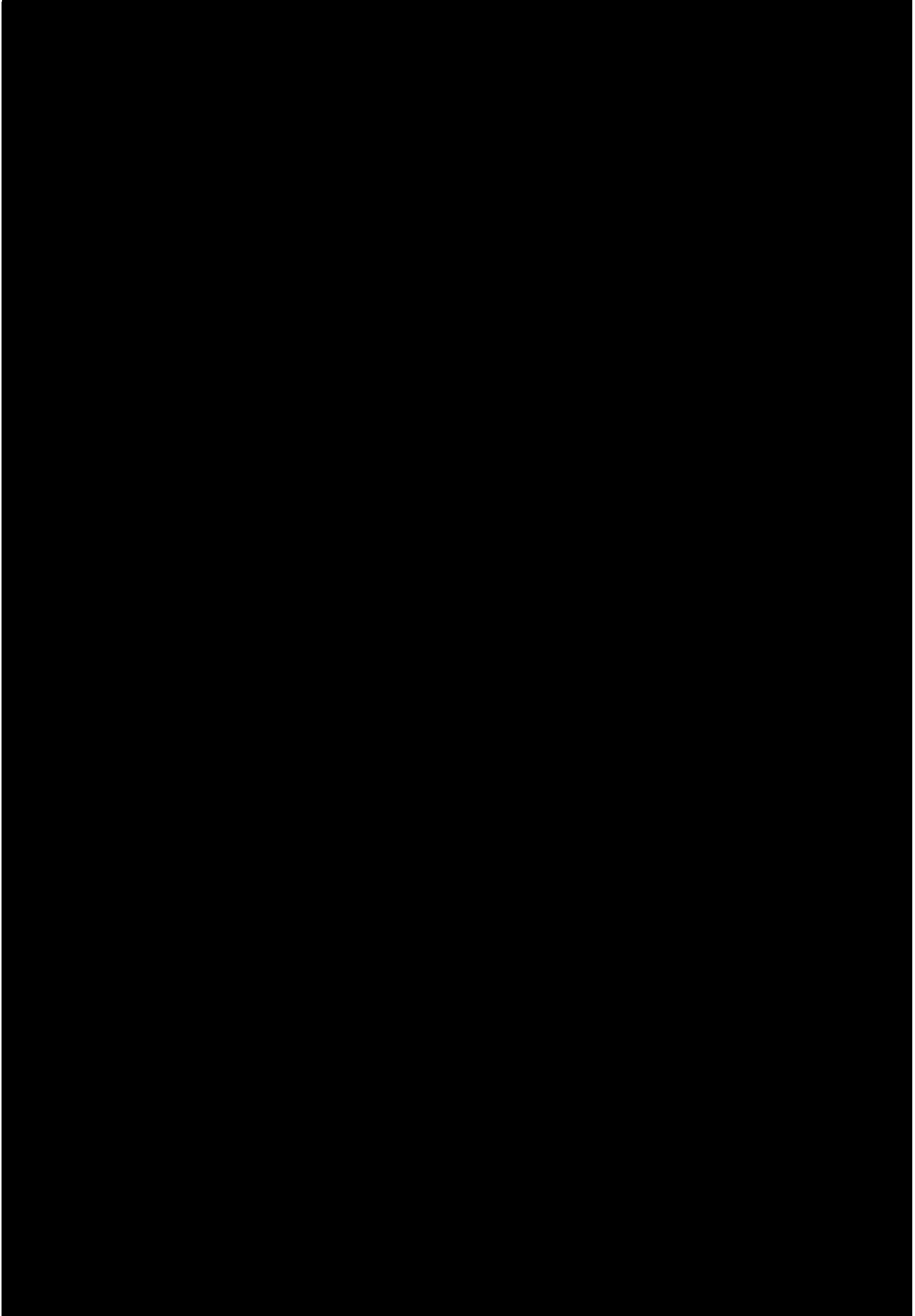


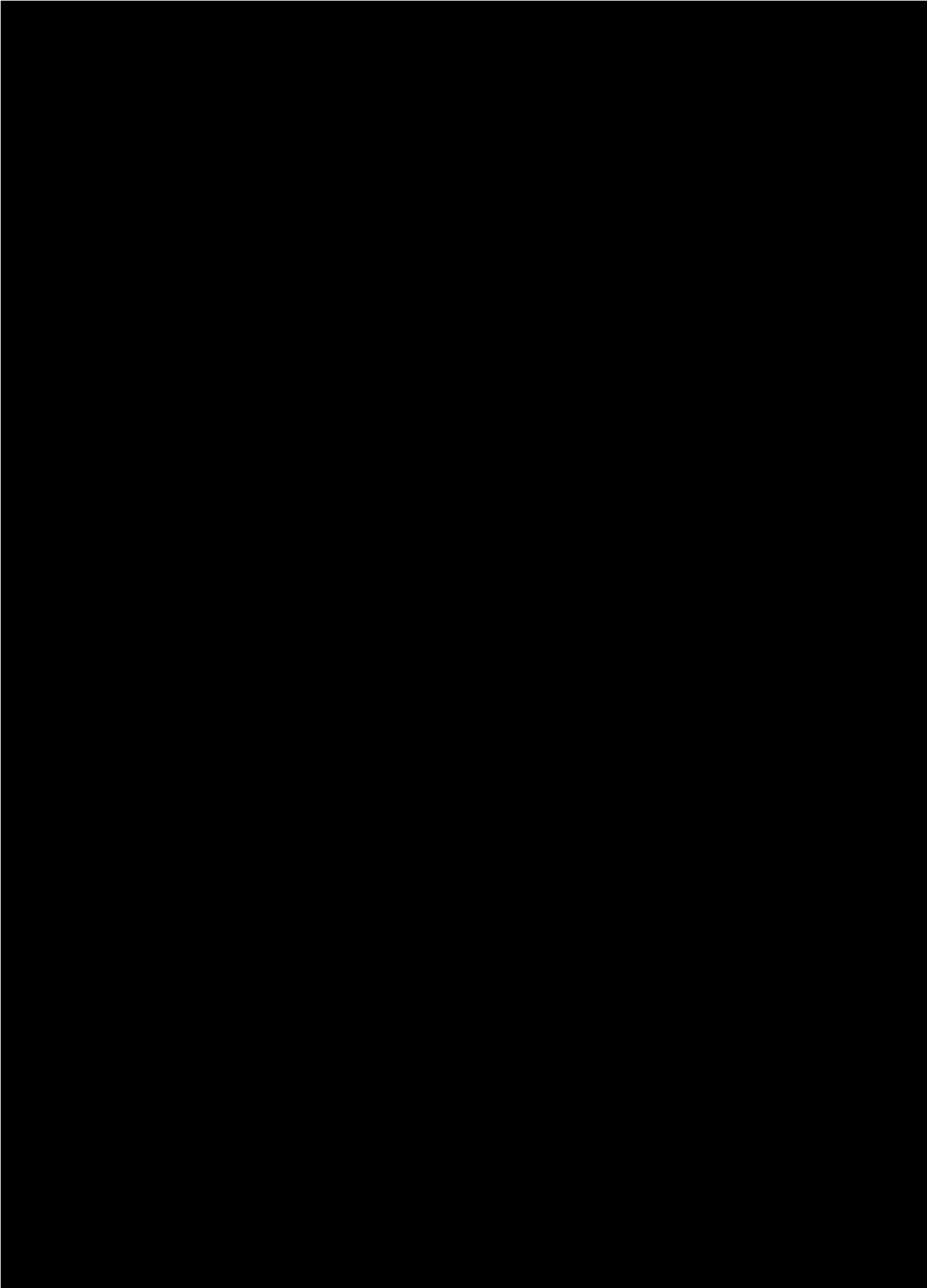


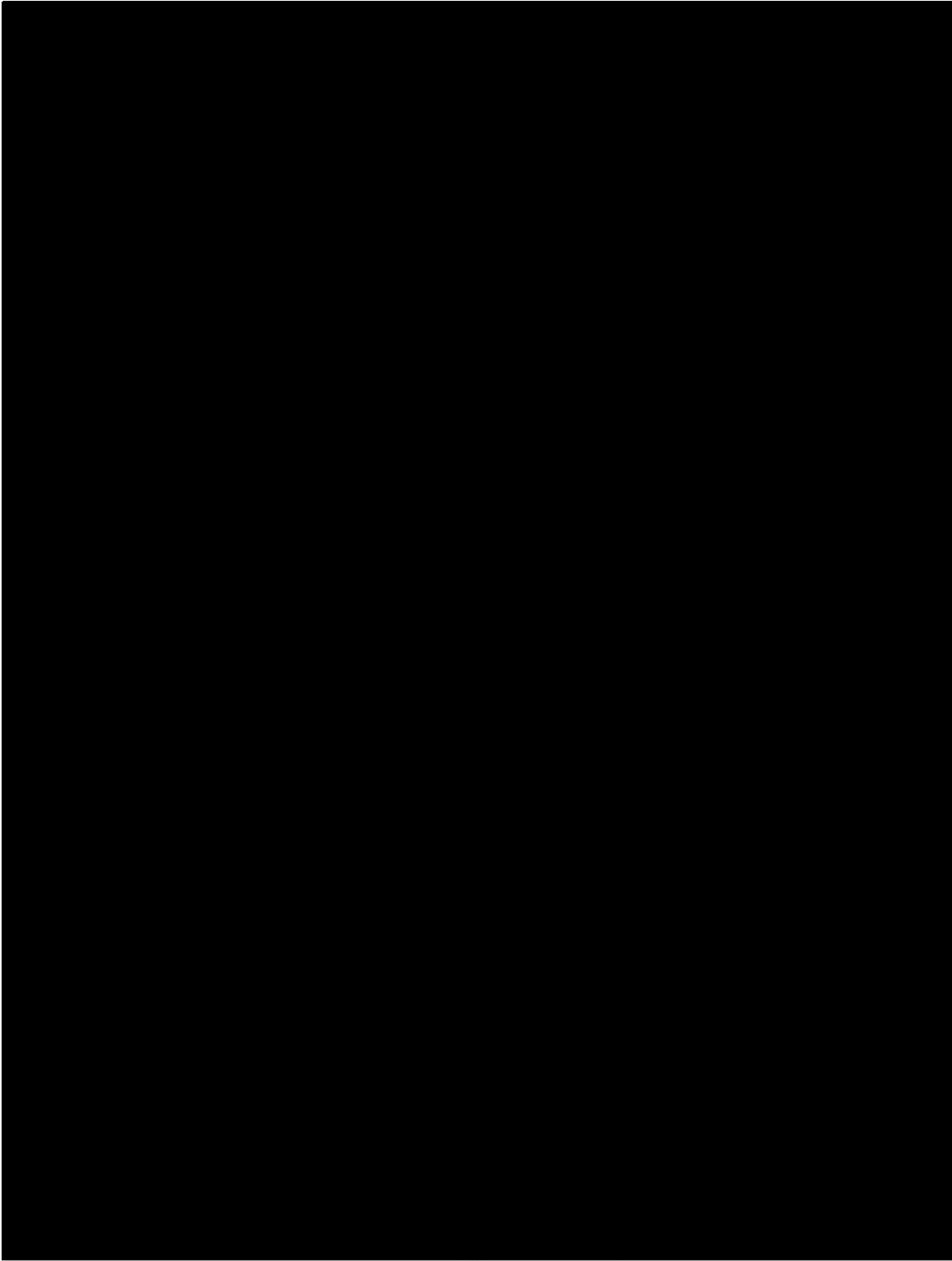


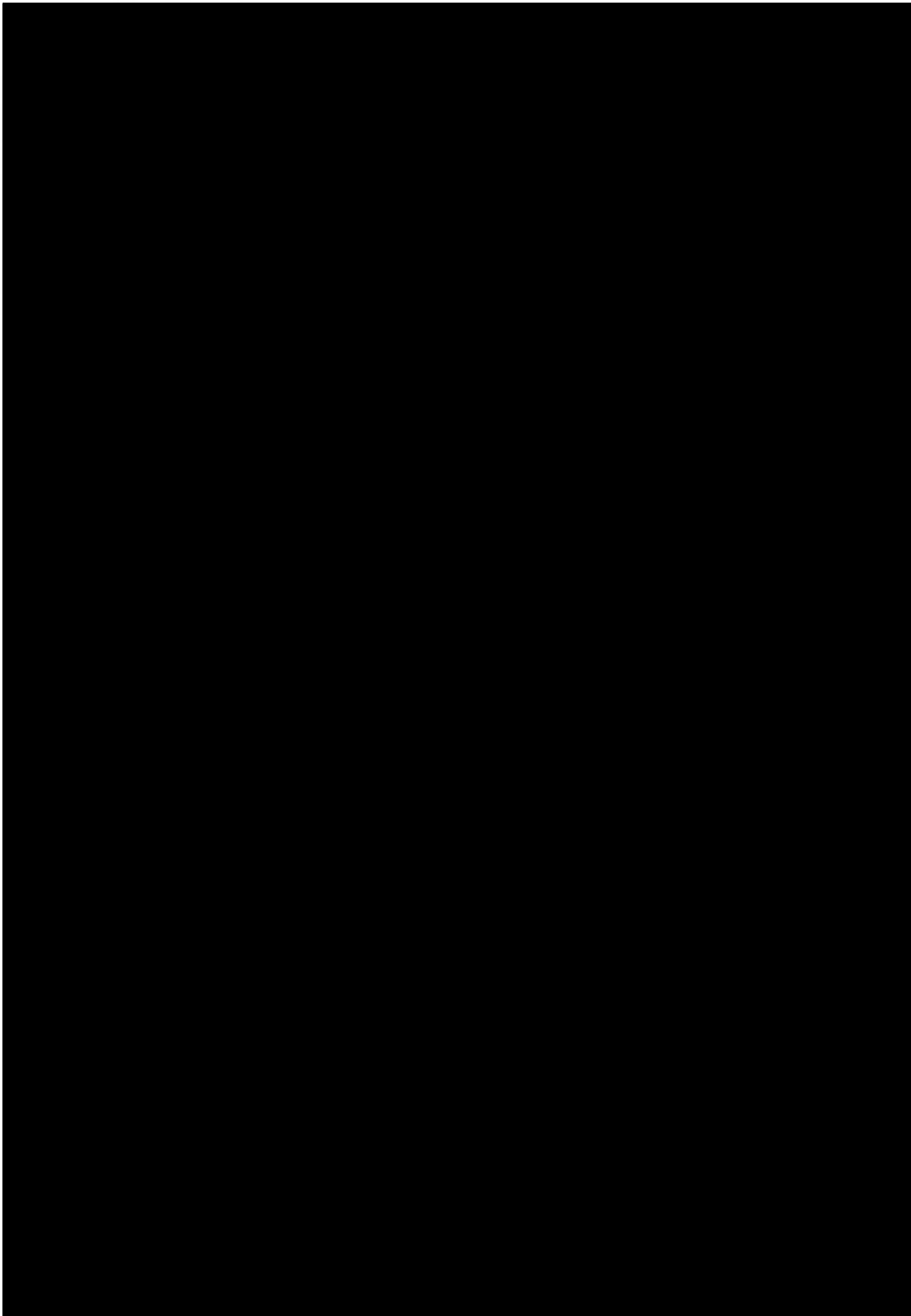


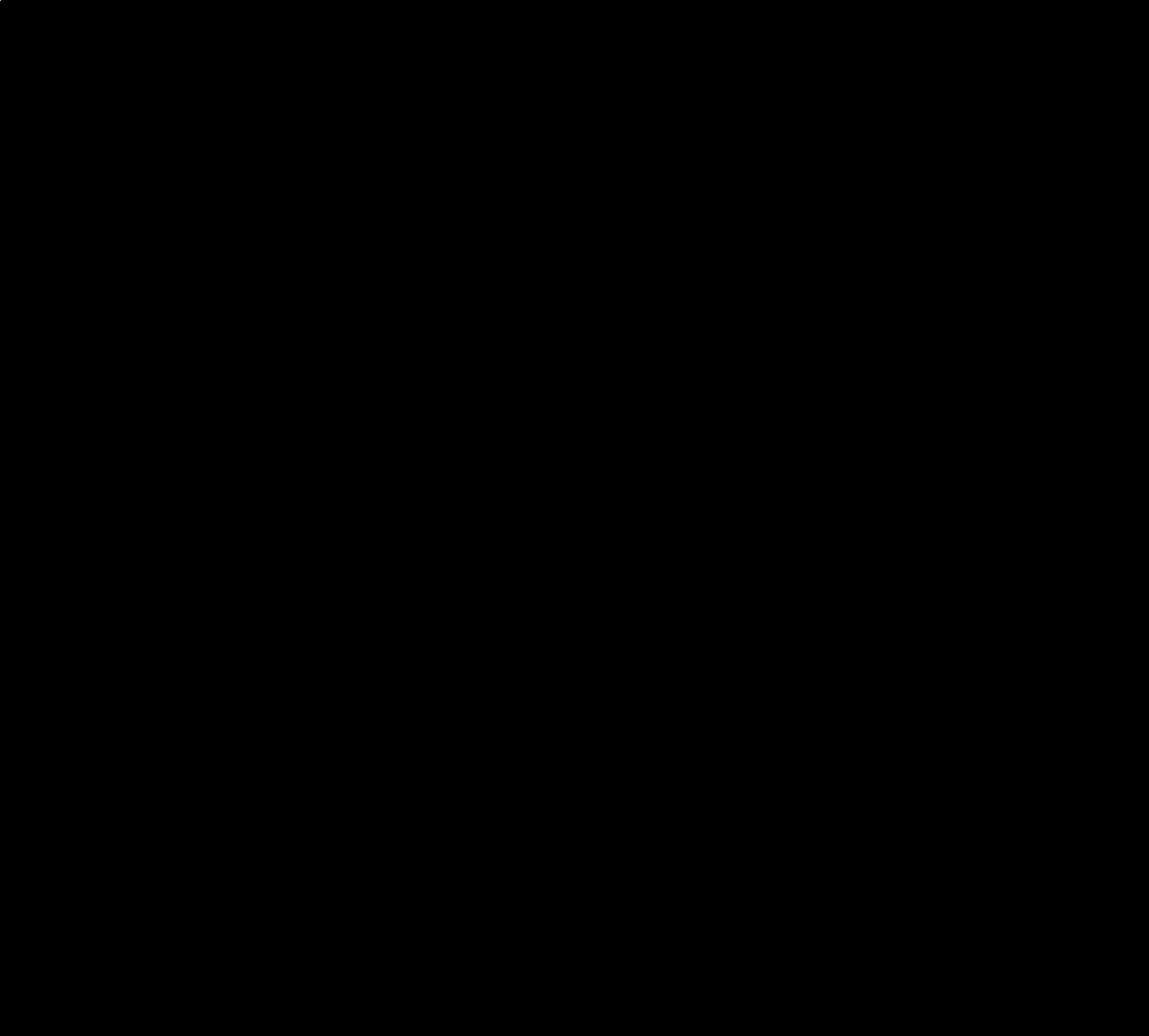




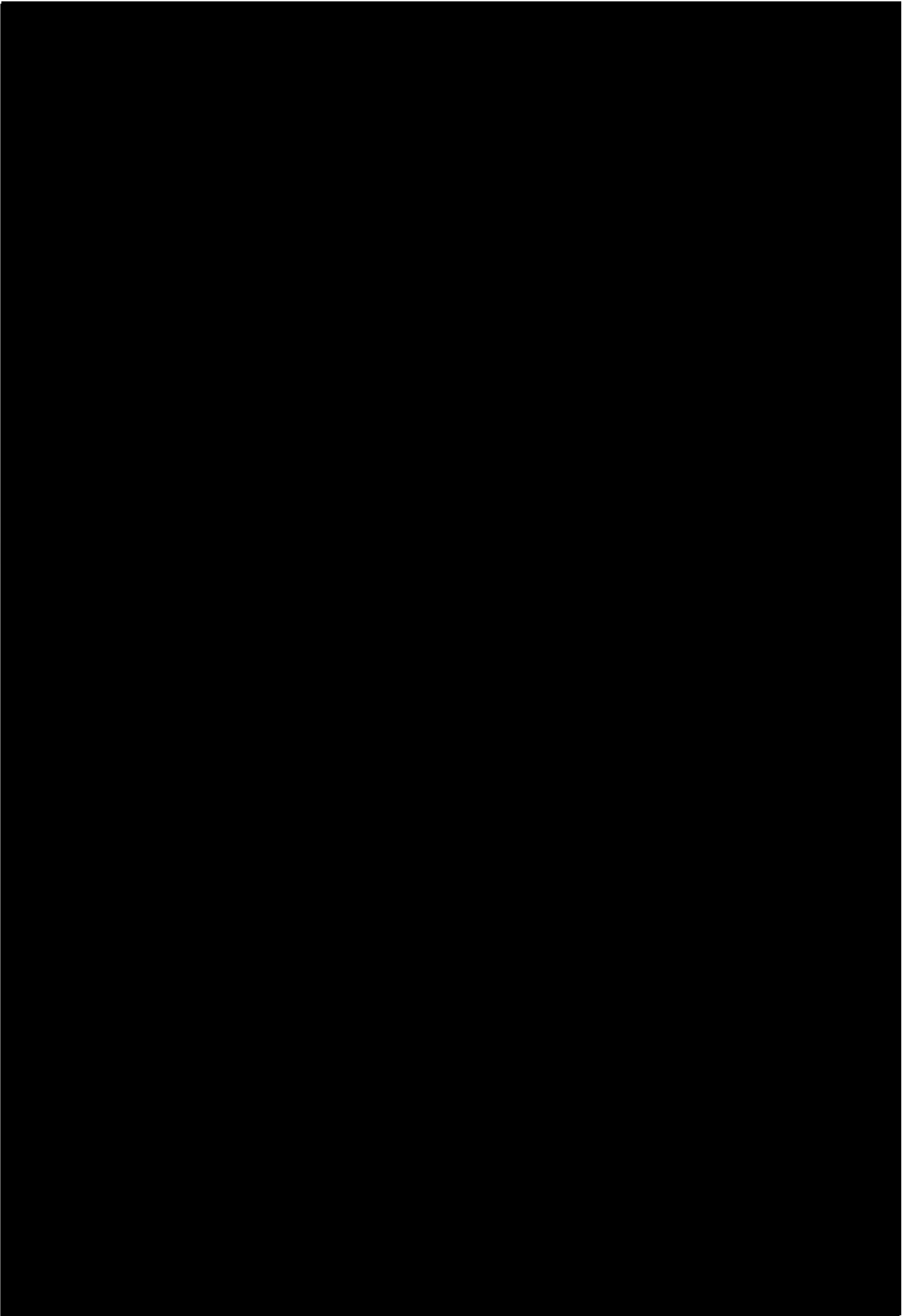


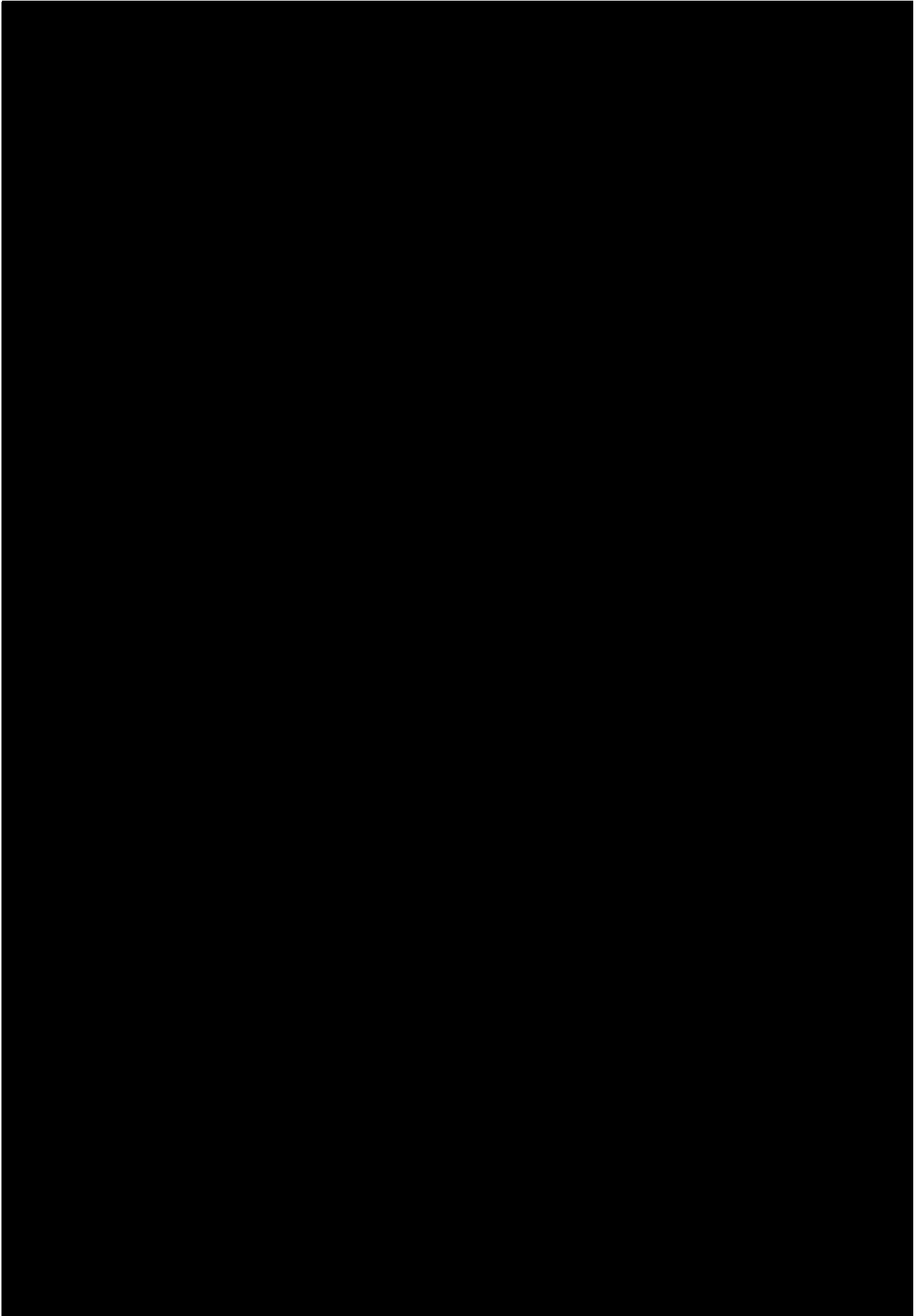


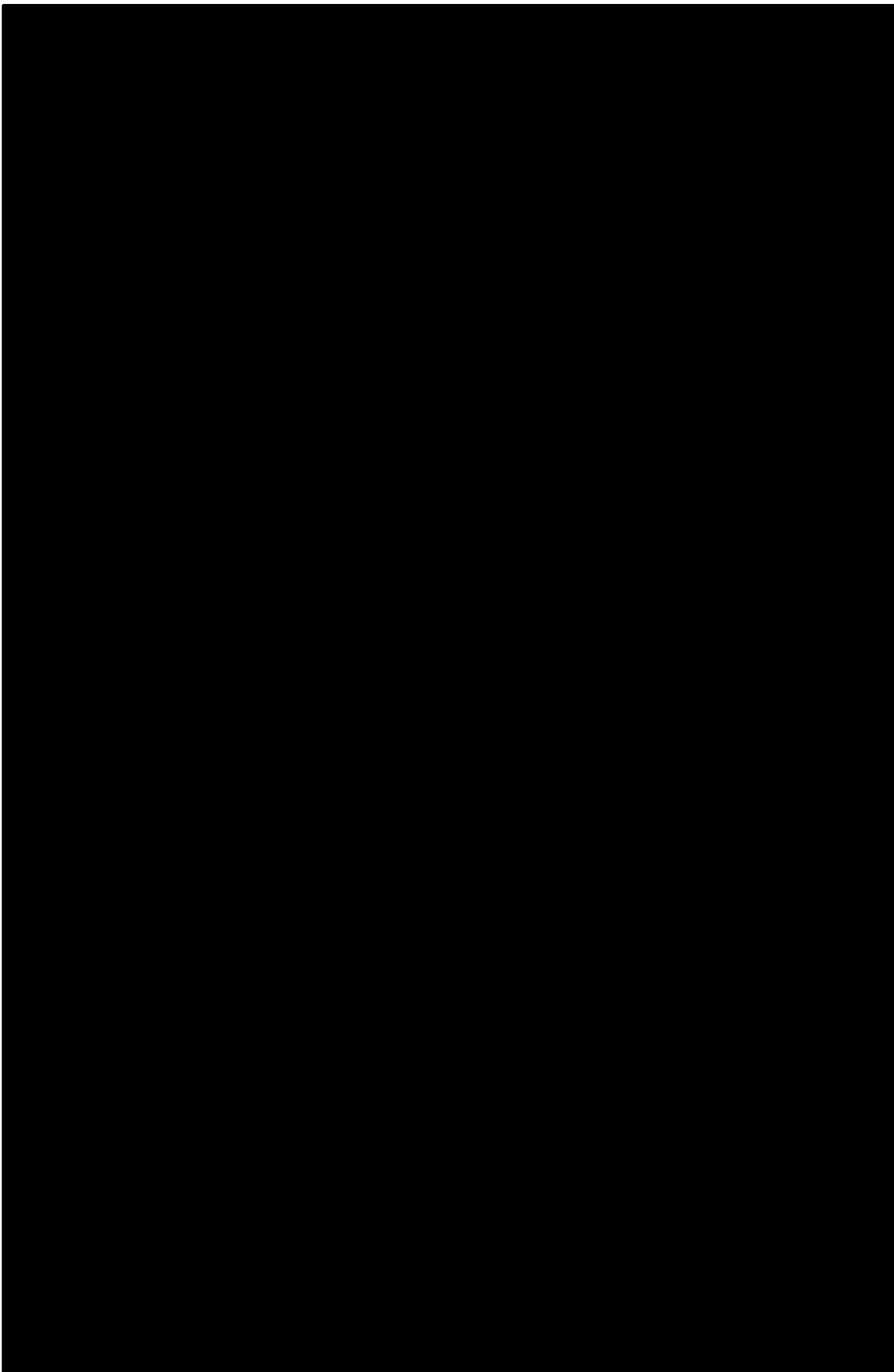


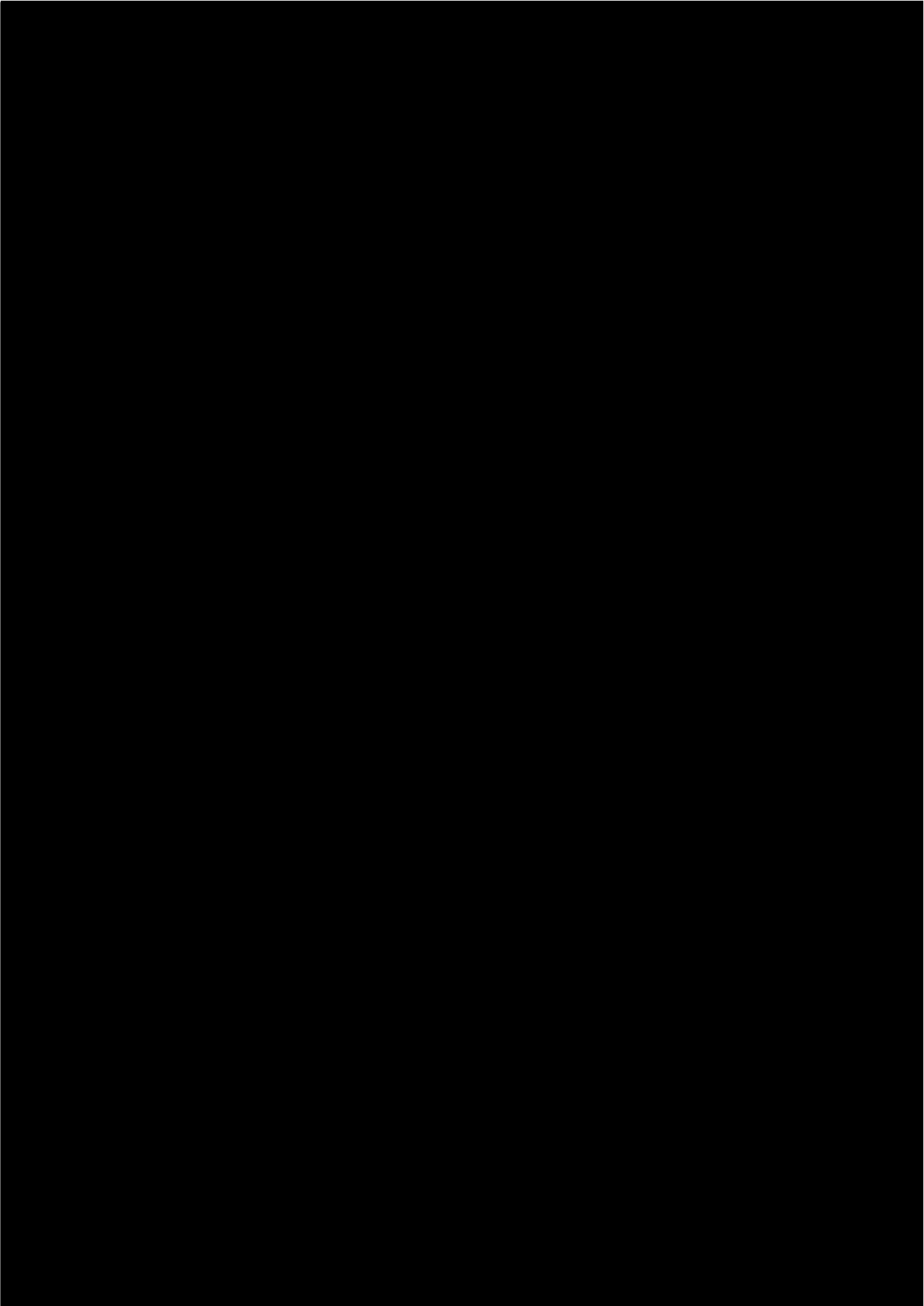


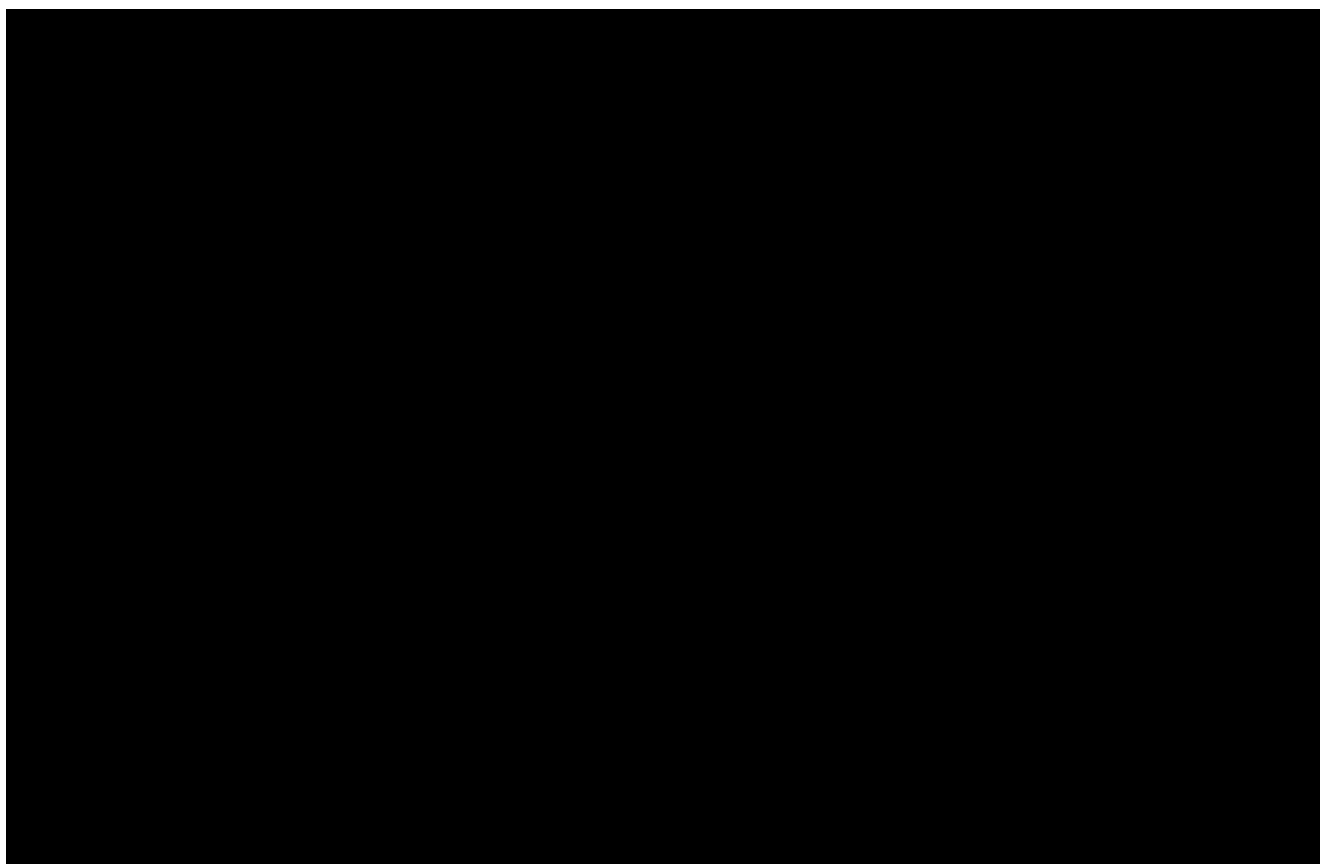


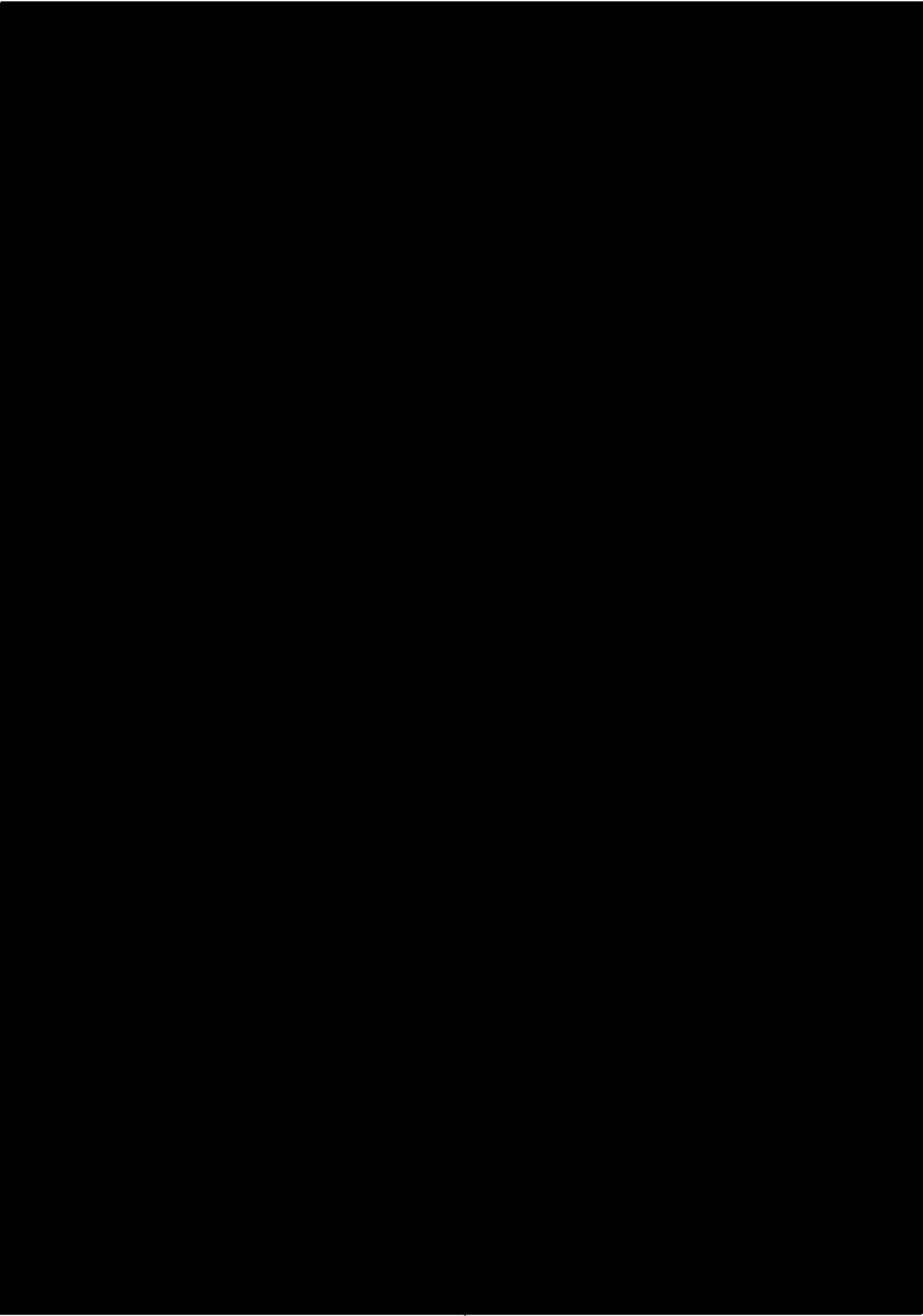


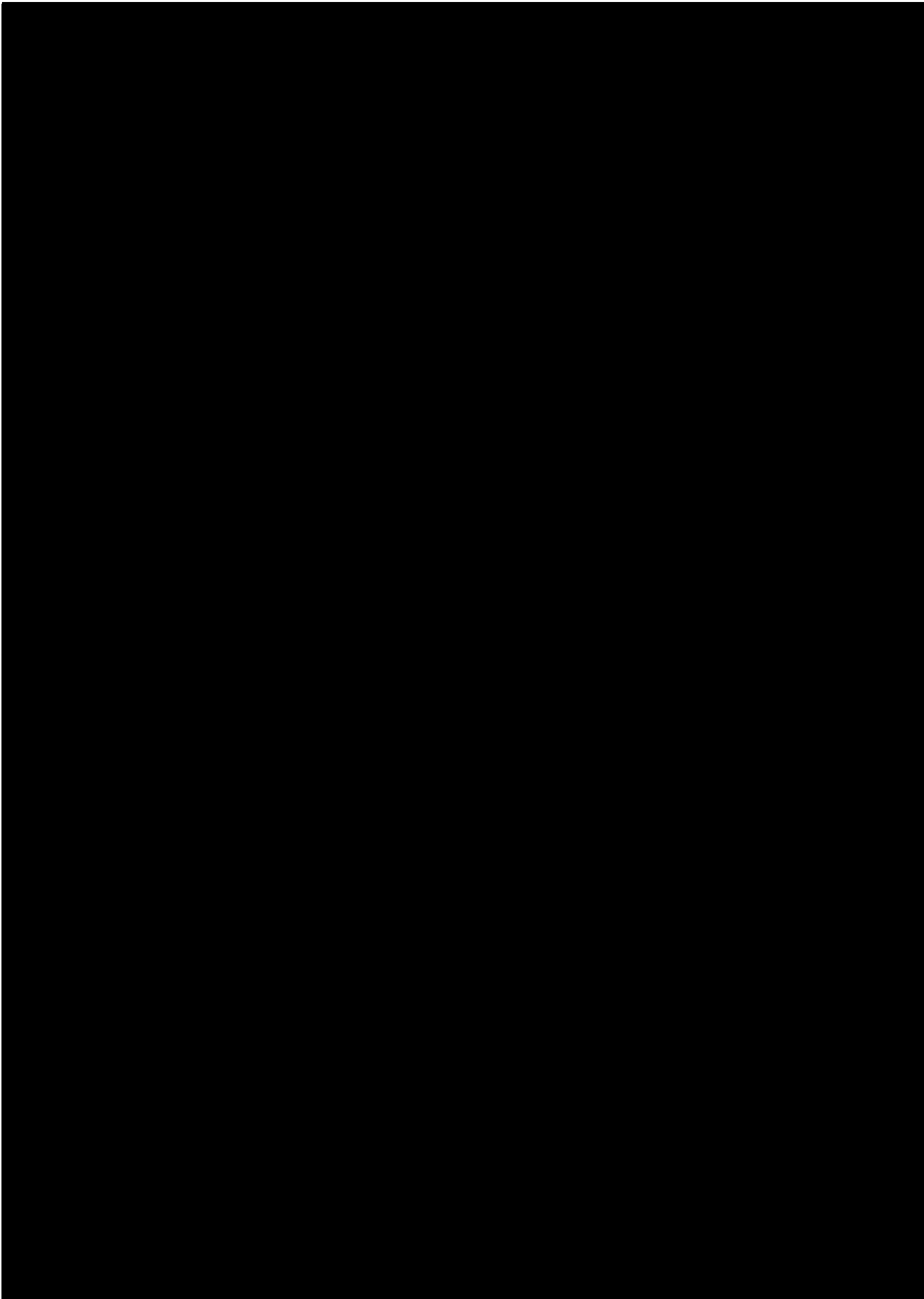


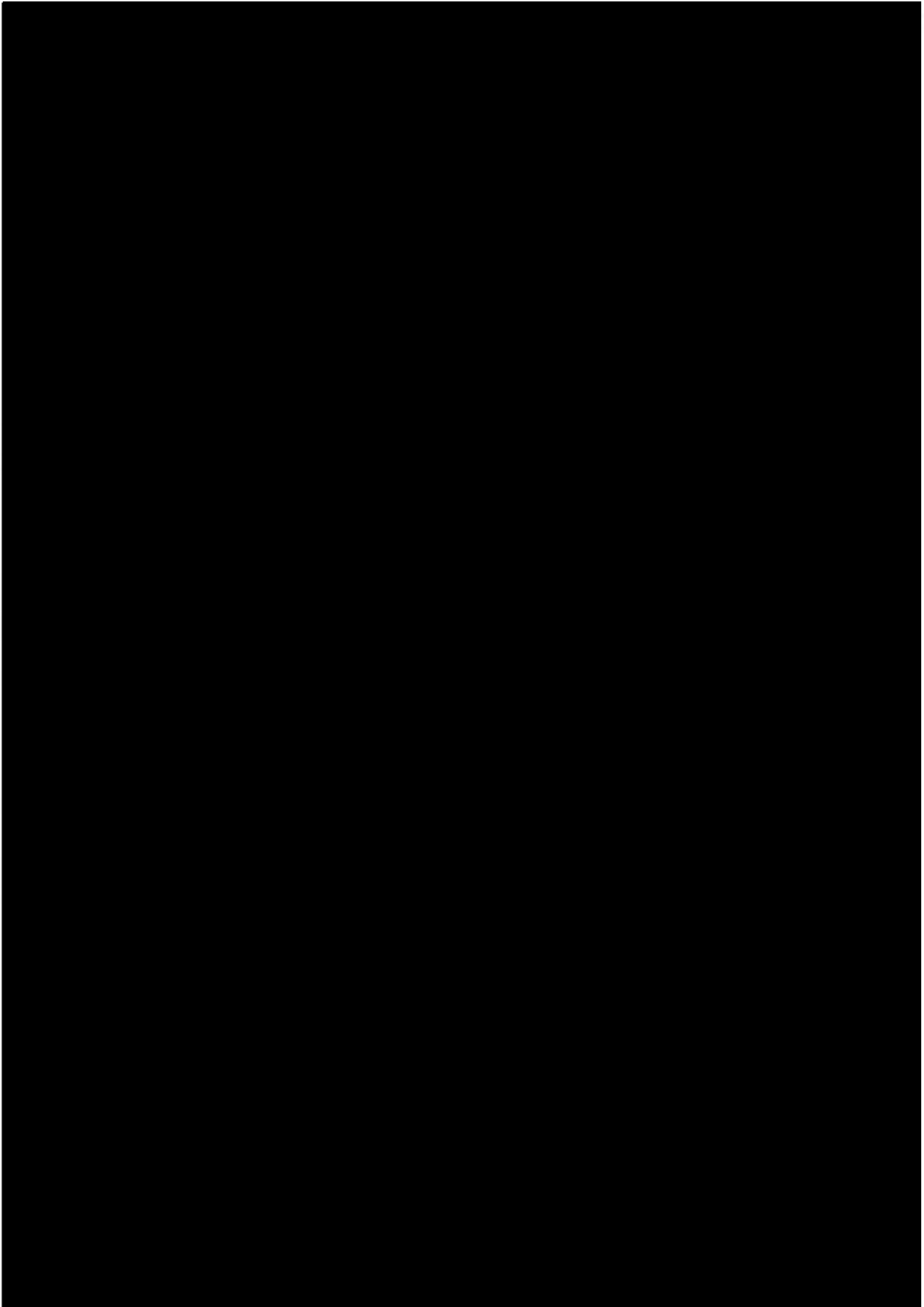




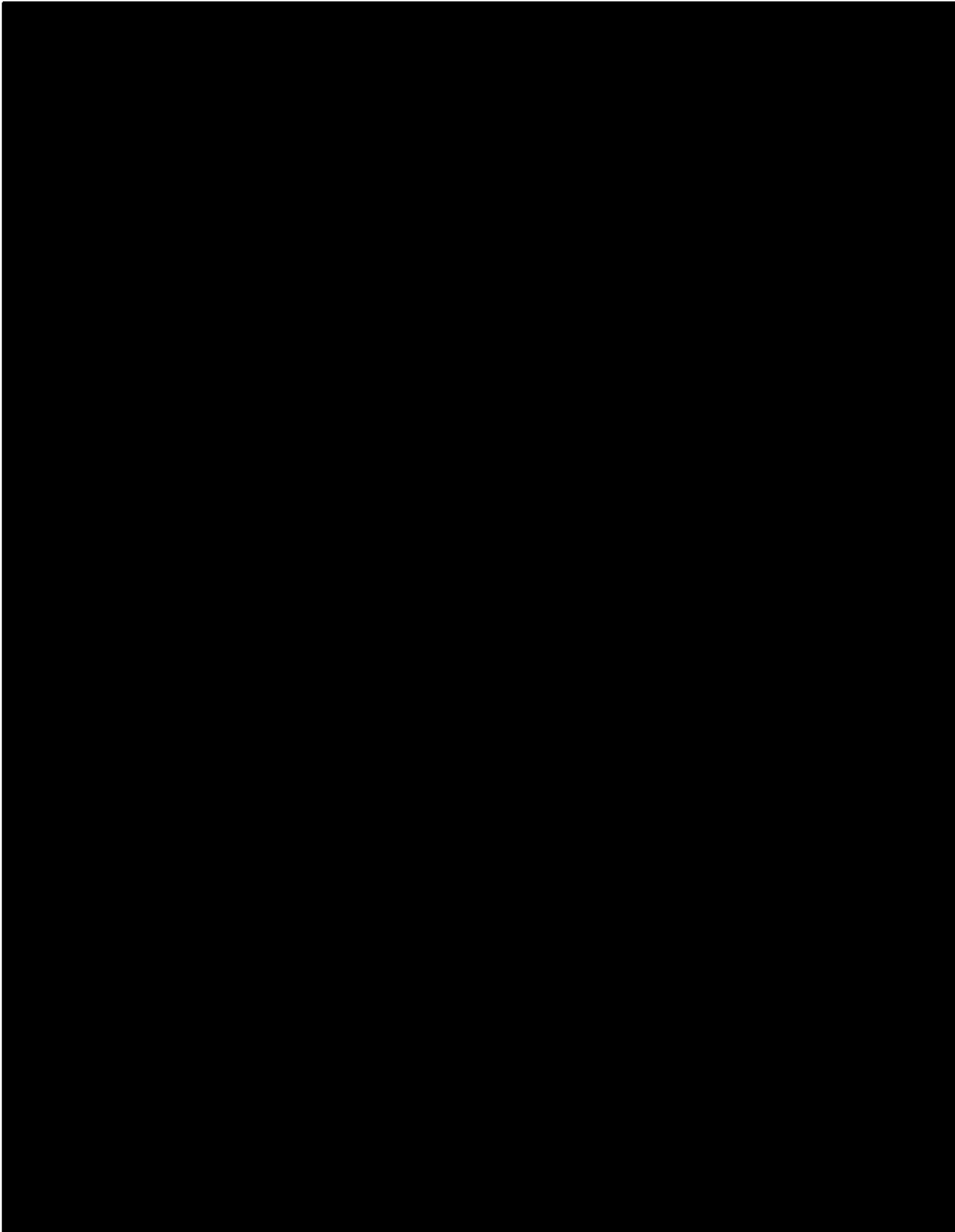


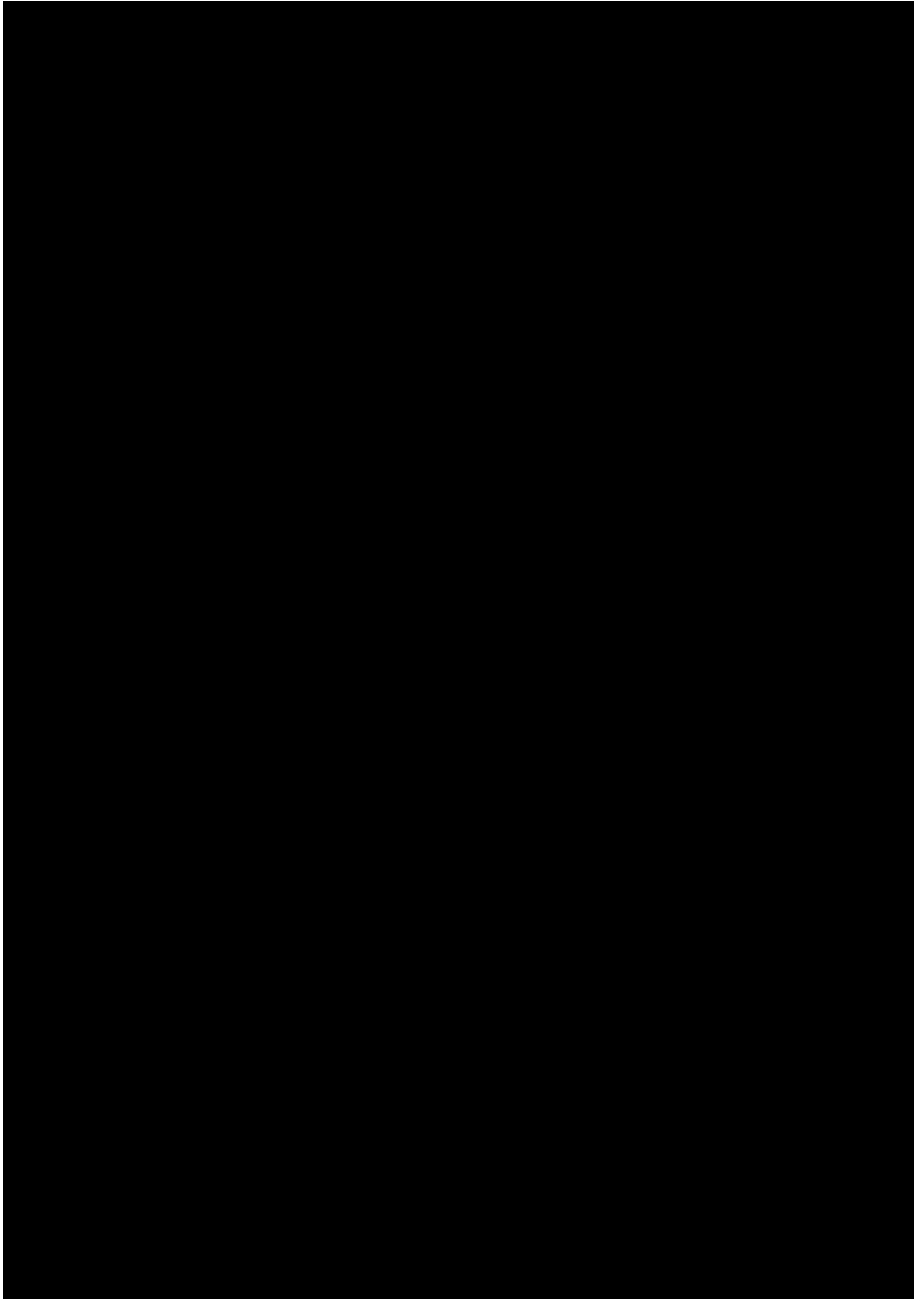




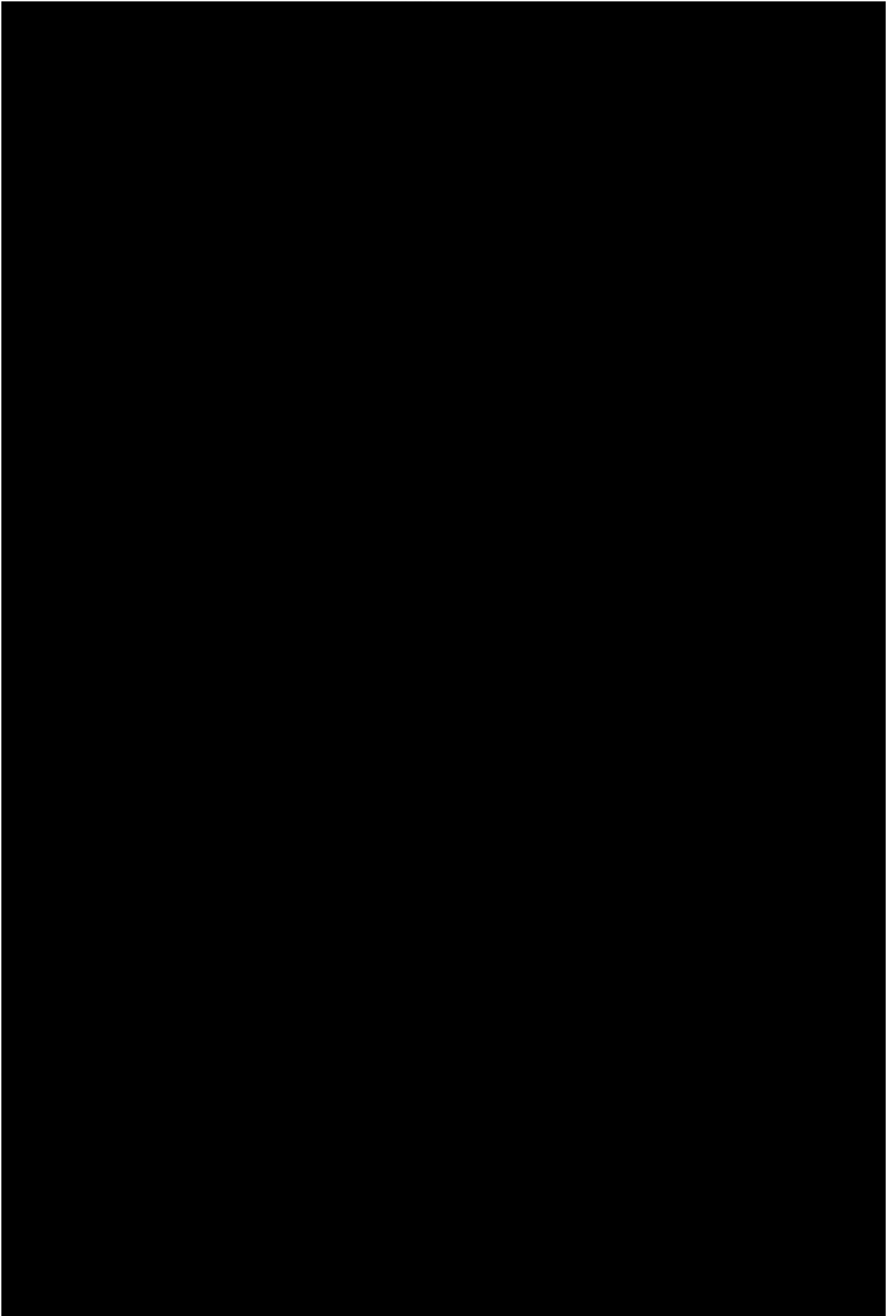


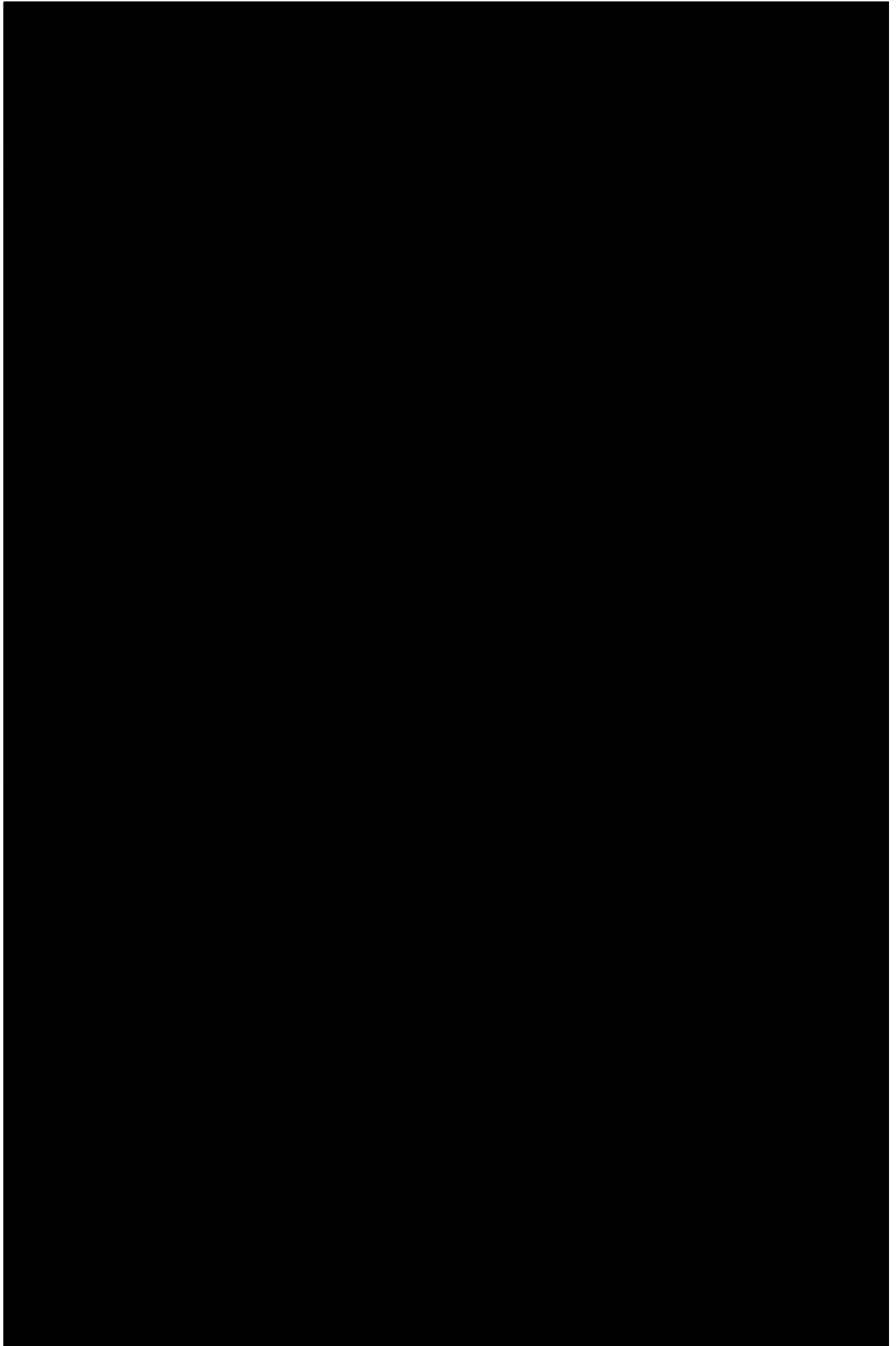


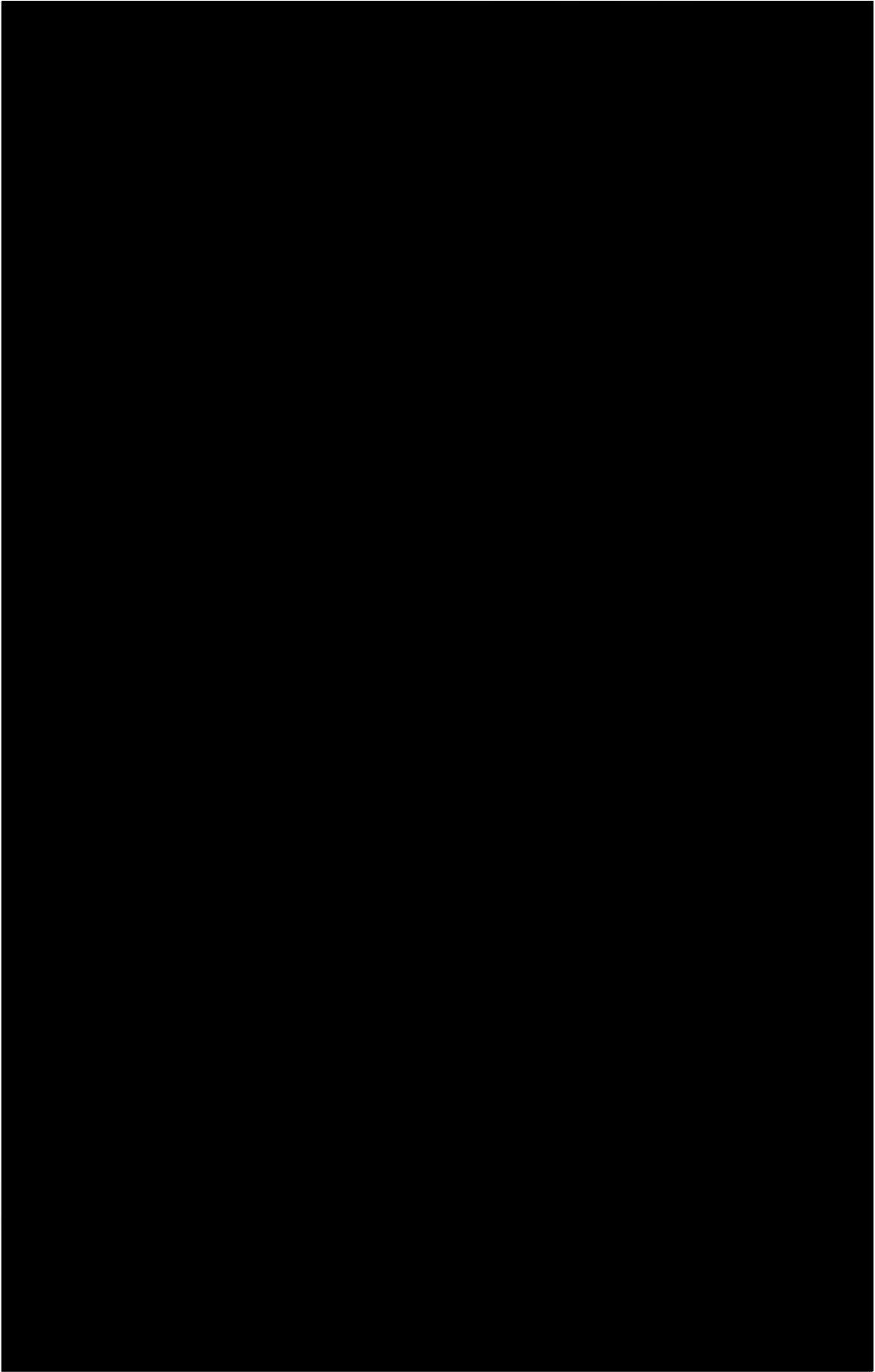


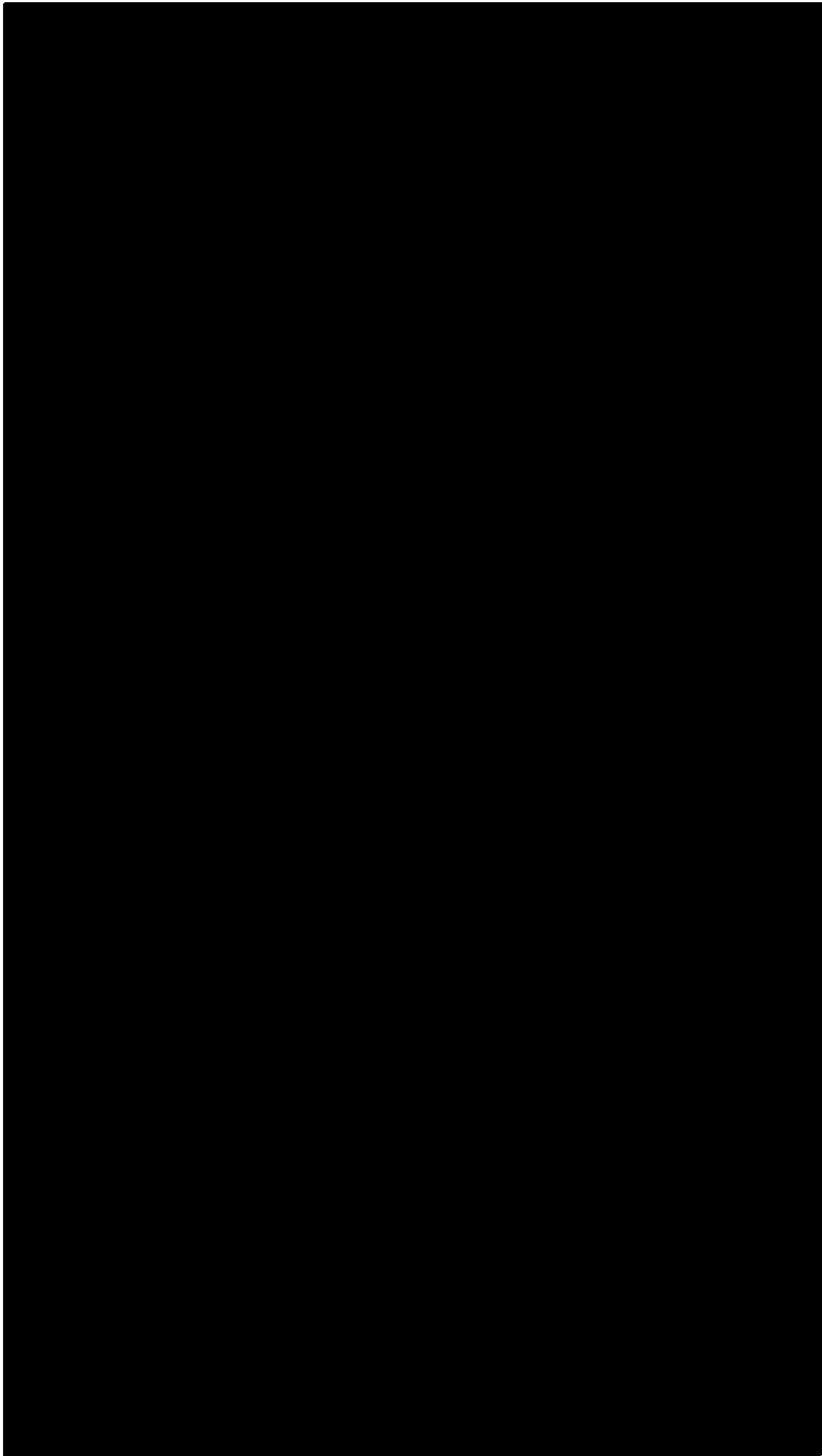


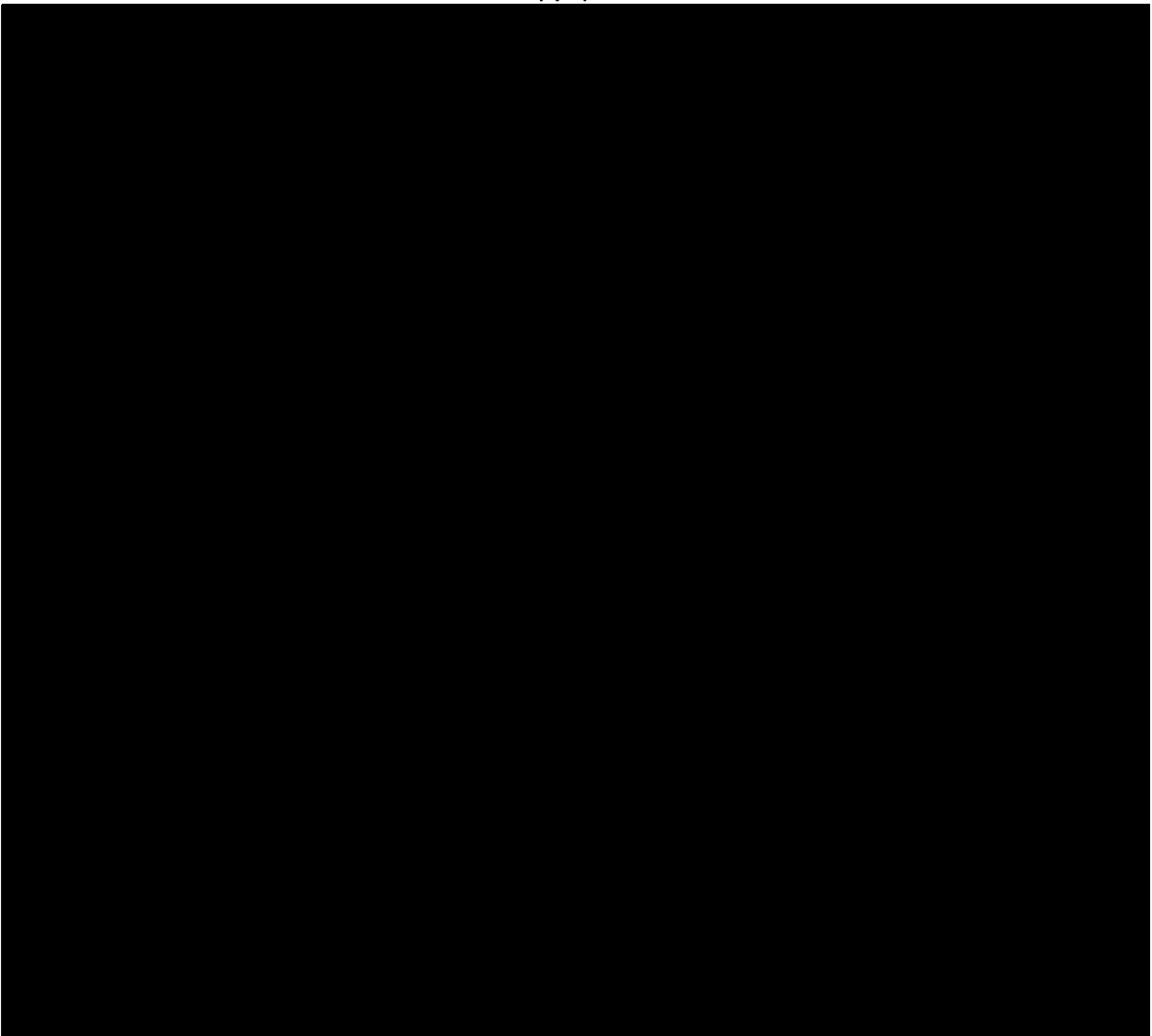




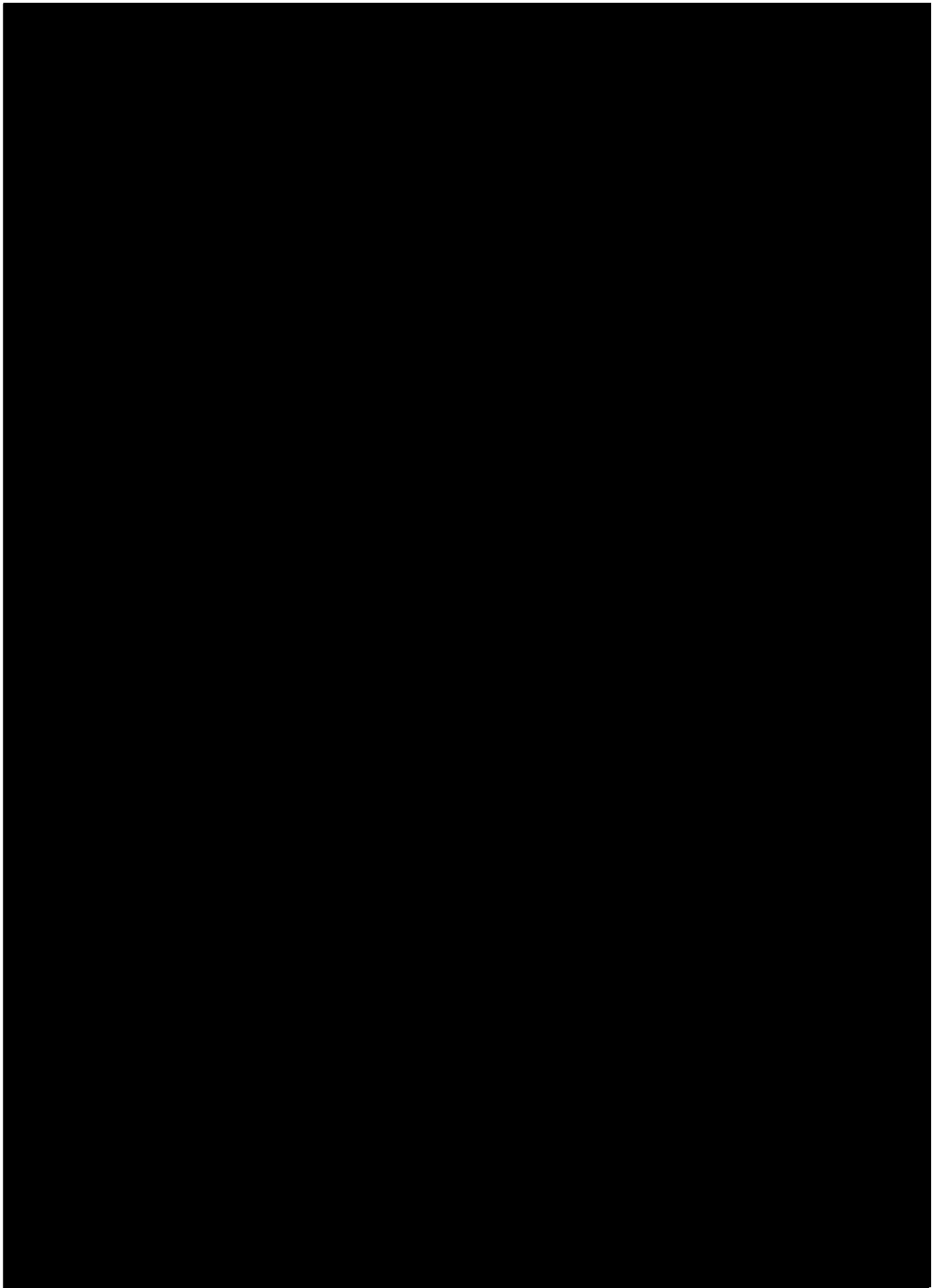


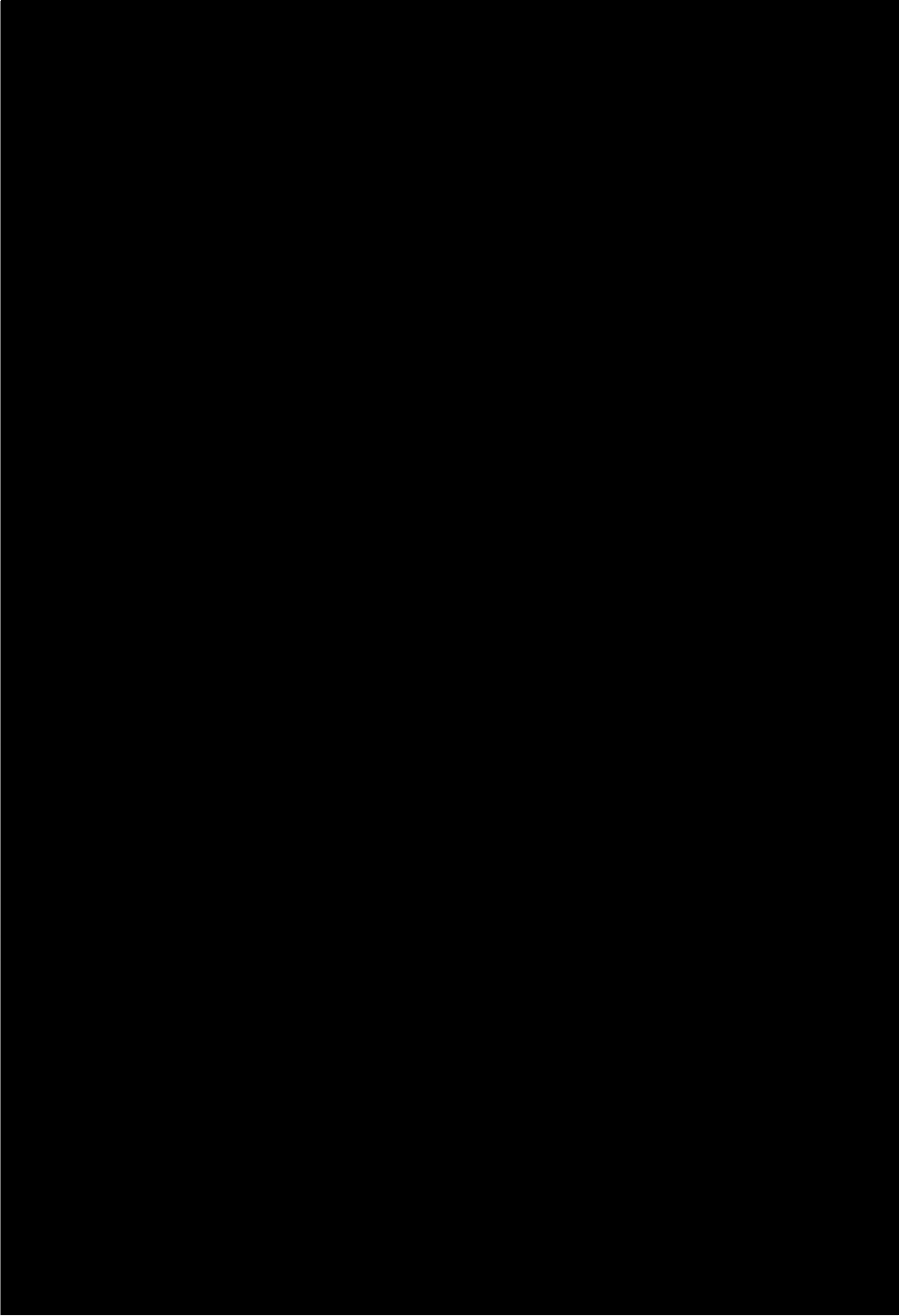


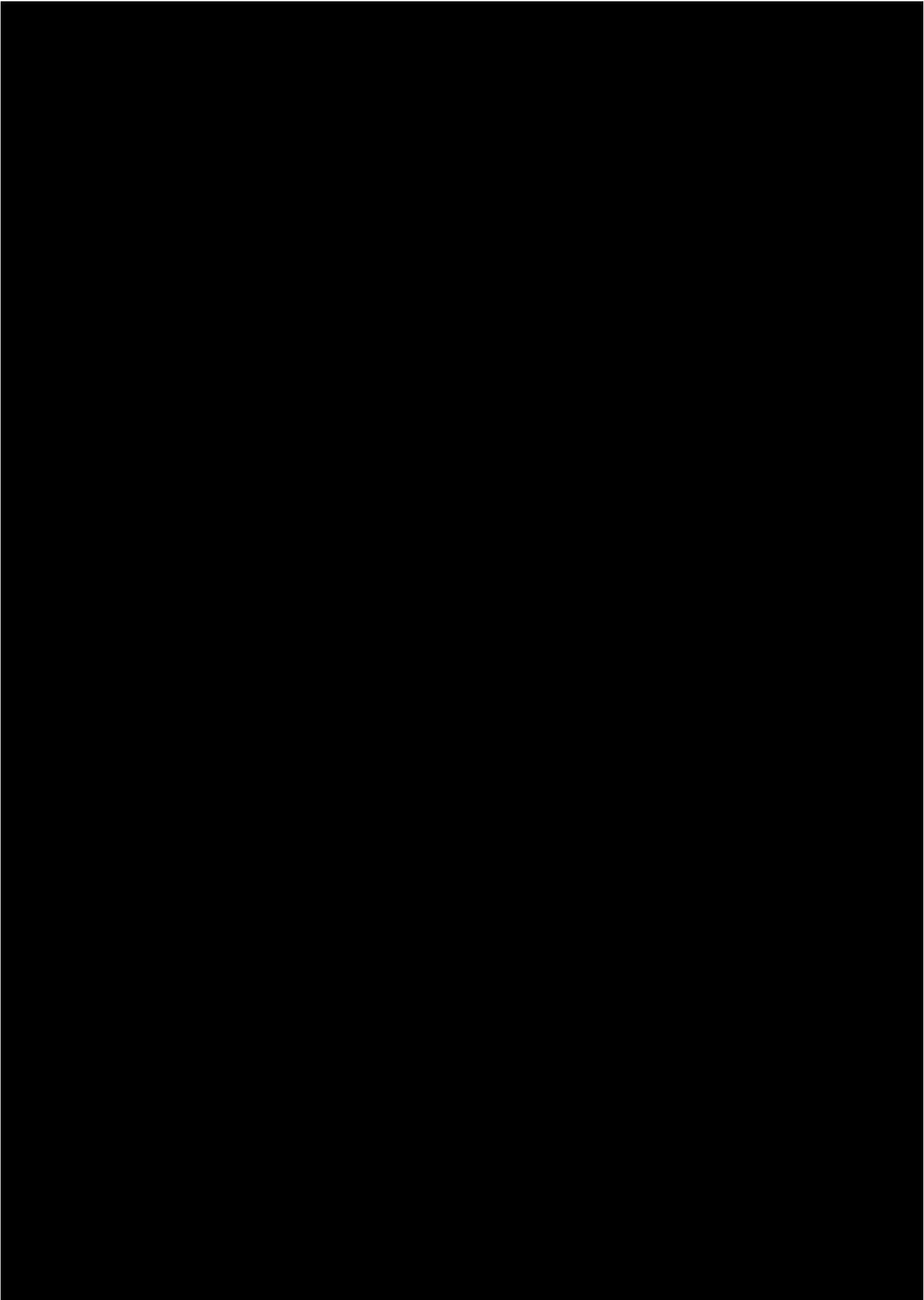


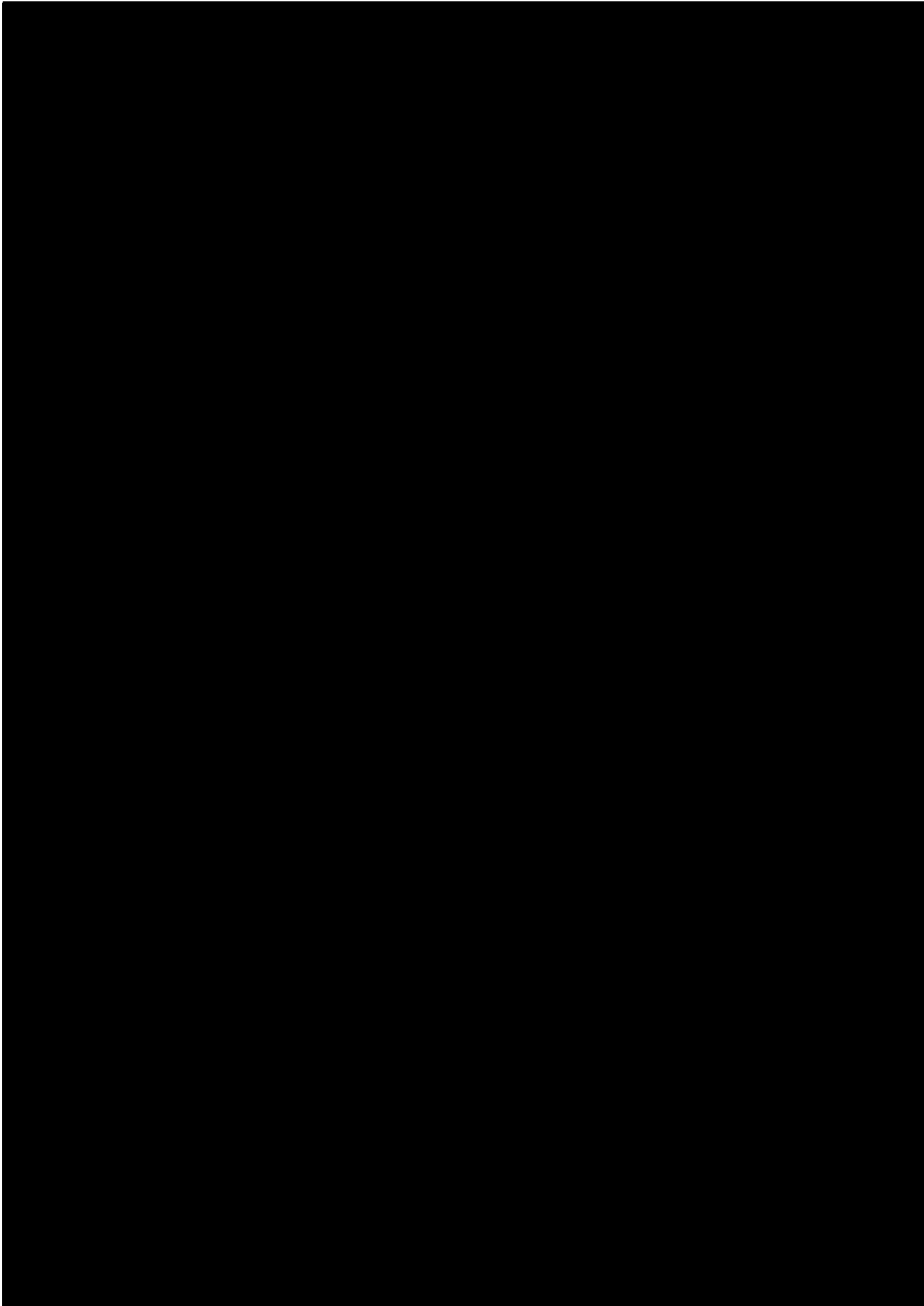


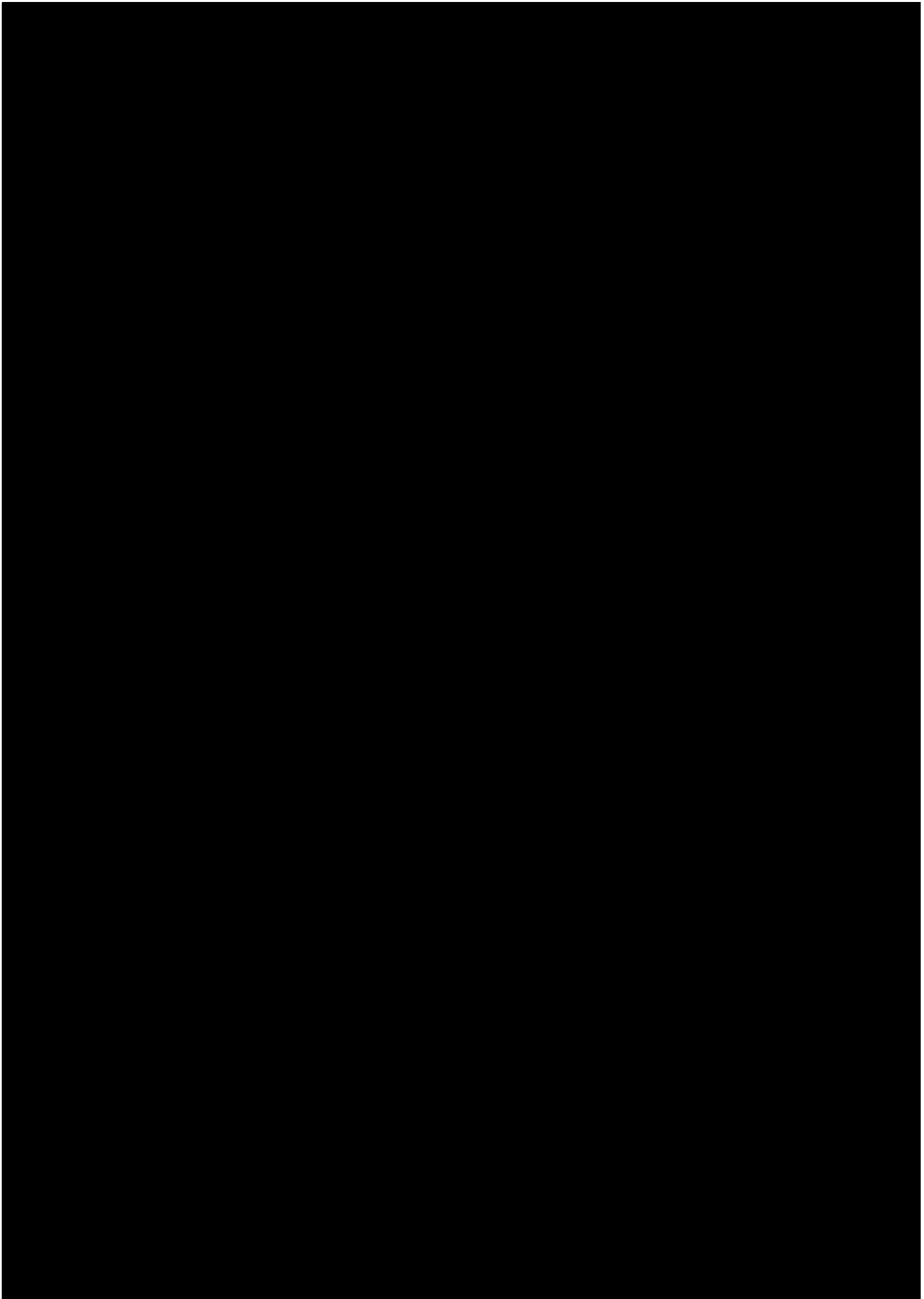


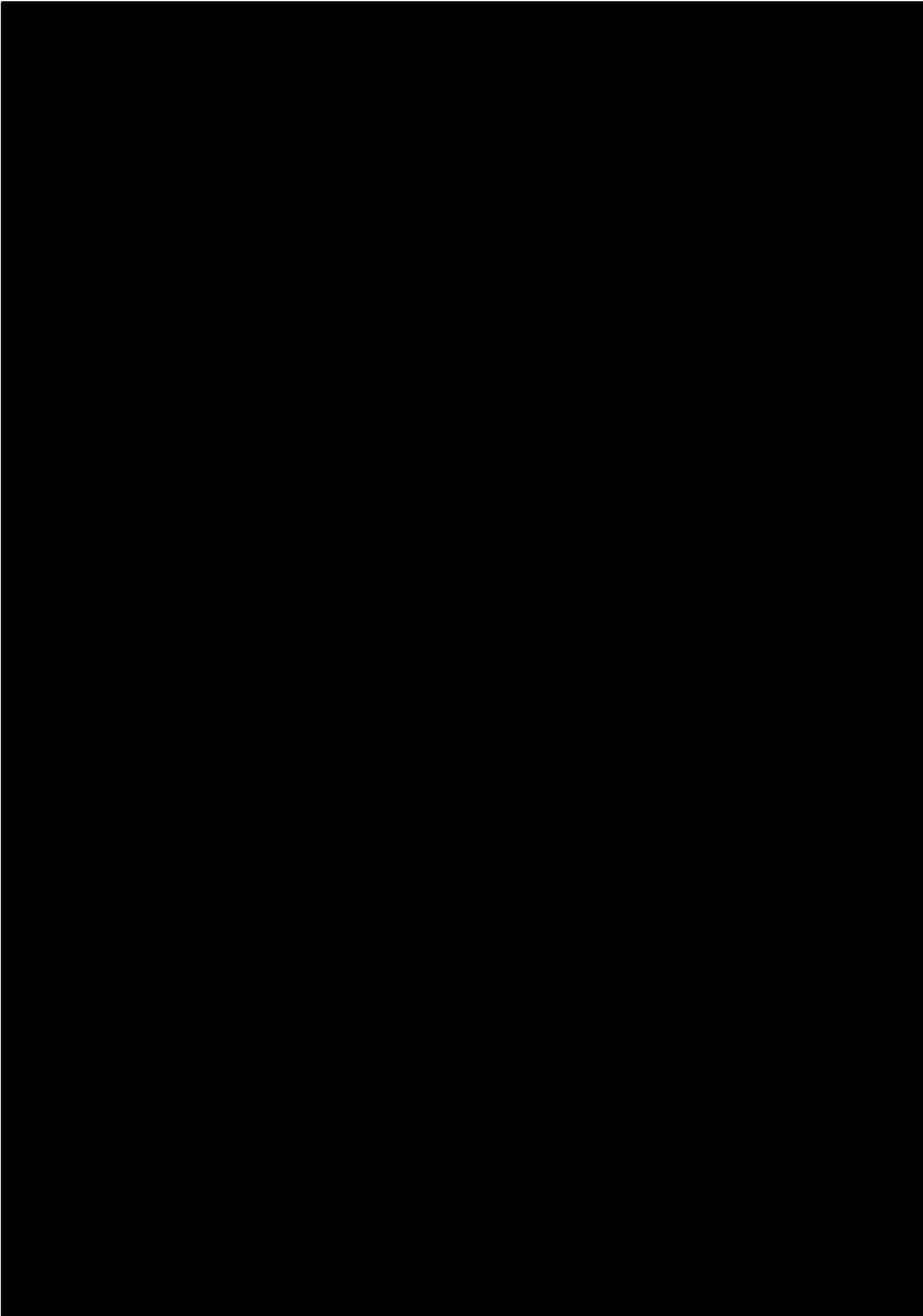


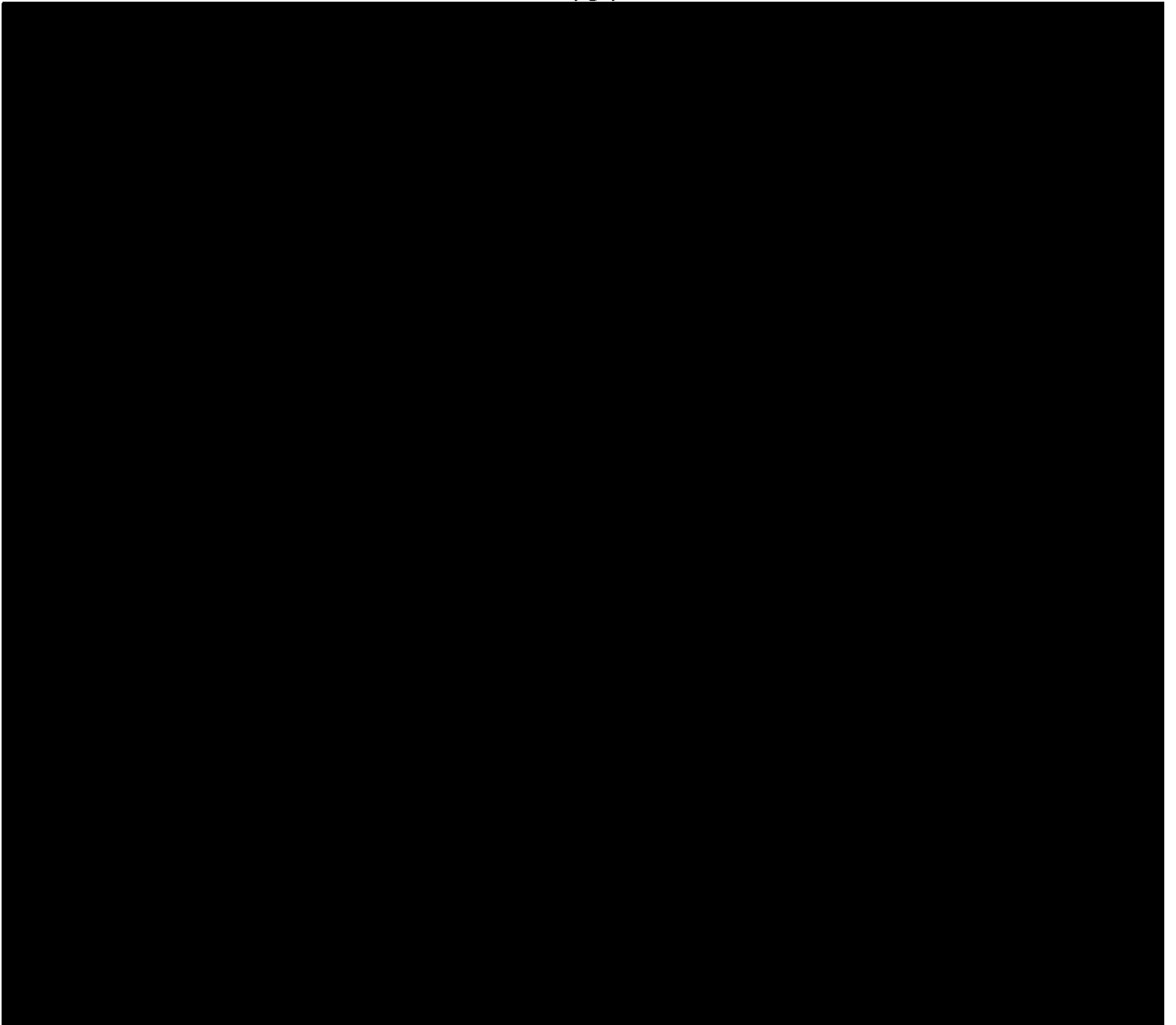












Form 59  
Rule 29.02(1)

**Affidavit**

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

**CERTIFICATE IDENTIFYING ANNEXURE**

This is the annexure marked "AL-23" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

ANNEXURE "AL-23"

  
*Penelope Parker,  
Lawyer*

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email [jbornstein@mauriceblackburn.com.au](mailto:jbornstein@mauriceblackburn.com.au); [pparker@mauriceblackburn.com.au](mailto:pparker@mauriceblackburn.com.au)  
Address for service Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

---

[Version 3 form approved 02/05/2019]



**Delivery Address:**

Precision Integrity Services Pty Ltd,  
Dina Nigro  
A2/101-115 Rookwood Rd,  
Yagoona

**Billing Address:**

Precision Integrity Services Pty Ltd,  
Dina Nigro  
A2/101-115 Rookwood Rd,  
Yagoona

Order Date: 08/07/2024

Accept Date:

Expiration Date: 07/08/2024

Payment Terms: Prepaid

Stock Code	Stock Desc	Quantity	Unit Price	Taxes	Total Value
ICT-SERV-NM-RL	[ICT-SERV-NM-RL] ICTechnology ICTech 1hr (Remote) Support	2.0	120.00	Sale (10%)	\$ 240.00

Ticket #212314  
2.25 Hours

Signature

Terms and Conditions:

Taxes, shipping, handling and other fees may apply. ICTechnology reserves the right to cancel orders arising from pricing or manual errors.

**ICTechnology**

2B Brunker Road  
Chullora NSW 2190  
Phone: 02 9135 6640  
ABN: 11 615 512 724

Subtotal: \$ 240.00  
GST: \$ 24.00  
Total Taxable Amount: \$ 264.00

Form 59  
Rule 29.02(1)

## Affidavit

No. NSD/189 of 2023

Federal Court of Australia  
District Registry: NSW  
Division: Fair Work

**Antoinette Lattouf**  
Applicant

**Australian Broadcasting Corporation**  
Respondent

Affidavit of: **Antoinette Lattouf**  
Address: c/o Level 29, 161 Castlereagh Street, Sydney NSW 2000  
Occupation: Freelance Journalist and Presenter  
Date: 9 September 2024

### CERTIFICATE IDENTIFYING ANNEXURE

This is the Exhibit marked "**EXHIBIT 1**" now produced and shown to **Antoinette Lattouf** at the time of swearing their affidavit on 9 September 2024.

Before me:

  
*Penelope Parker, Lawyer*

"**EXHIBIT 1**"

---

Filed on behalf of (name & role of party) Antoinette Lattouf, Applicant  
Prepared by (name of person/lawyer) Penelope Parker, Lawyer for the Applicant  
Law firm (if applicable) Maurice Blackburn Lawyers  
Tel 02 8267 0940 Tel 02 8267 0940  
Email jbornstein@mauriceblackburn.com.au; pparker@mauriceblackburn.com.au  
**Address for service** Level 29, 161 Castlereagh Street, Sydney NSW 2000  
(include state and postcode)

<https://www.imanageshare-au.com/pd/3ERsBFpJ9Q9>