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Sia Lagos

Registrar

Important Information

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

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NOTICE OF FILING

Details of Filing

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Registry: NEW SOUTH WALES REGISTRY - FEDERAL COURT OF AUSTRALIA



A handwritten signature in black ink that reads 'Sia Lagos'.

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Form 59
Rule 29.02(1)

Affidavit

No. 189 of 2024

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

ANTOINETTE LATTOUF

Applicant

AUSTRALIAN BROADCASTING CORPORATION

Respondent

Affidavit of: **Simon Melkman**
Address: 700 Harris Street, Ultimo NSW 2007
Occupation: Senior Editorial Policy Advisor, Australian Broadcasting Corporation
Date: 14 October 2024

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1	Affidavit of Simon Melkman affirmed on 14 October 2024.	1	1
2	Exhibit "SM-1".		

I, Simon Melkman, Senior Editorial Policy Advisor, of 700 Harris Street, Ultimo NSW 2007 affirm:

- I am employed as a Senior Editorial Policy Advisor by the Australian Broadcasting Corporation (**ABC**).

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

[Version 3 form approved 02/05/2019]

2. I make this statement based on my own direct observations and knowledge, save for where I say otherwise. Where I depose to matters based on information provided to me, I identify the source of that information and otherwise believe such information to be true and correct, based on the source of the information, the source's role and the circumstances in which it was provided to me.
3. Where I state words that I have spoken or heard, I will do so setting out the substance or gist of those words to the best of my recollection.
4. In making this affidavit, I have in front of me, and have had regard to, Exhibit SM-1.

BACKGROUND AND MY ROLE AT THE ABC

5. I have been employed by the ABC since 2006.
6. From 2006 to 2012, I worked in the complaints unit at the ABC, which was then called Audience & Consumer Affairs. Most of my time in the unit was in a role responsible for investigating complaints alleging breaches of the ABC's editorial standards.
7. From 2012 to March 2024, my substantive role at the ABC was Editorial Policy Advisor. This role was initially in the Television division, and later moved into the Editorial Policies division when pre-broadcast editorial advice functions across the ABC were centralised into that division.
8. Since March 2024, I have worked in the role of Senior Editorial Policy Advisor, still within the Editorial Policies division. In this role, I report directly to the Editorial Director.
9. The Editorial Policies division is responsible for providing pre-broadcast editorial advice to content makers across the ABC. Primarily this advice relates to adherence to the ABC's editorial standards (as set out in the ABC Editorial Policies and ABC Code of Practice) and other related policies and guidelines. The division also delivers editorial training, undertakes research relating to editorial issues, and reviews and updates the editorial standards and associated guidance documents.

ACTING UP AS EDITORIAL DIRECTOR

10. For the period from February 2023 to February 2024, I was acting up in the position of Editorial Director. That position is part of the Senior Leadership Team at the ABC, reporting directly to the Managing Director.

11. Relevantly, I was acting in that role in December 2023.

THE ABC'S EDITORIAL POLICIES AND GUIDELINES

12. The ABC has a set of editorial policies or standards that it sets for itself and publishes publicly. Those are in relation to:

- (a) Independence, integrity and responsibility;
- (b) Accuracy;
- (c) Corrections and clarifications;
- (d) Impartiality and diversity of perspectives;
- (e) Fair and honest dealing;
- (f) Privacy;
- (g) Harm and offence;
- (h) Children and young people;
- (i) Public access and participation;
- (j) Announcements about ABC programs and activities;
- (k) Advertising and sponsorship restrictions;
- (l) Commercial references; and
- (m) External funding and relationships,

(together referred to as the "**Editorial Policies**").

A copy of the Editorial Policies current at 14 October 2024 is enclosed behind **Tab 1** of Exhibit SM-1. The Editorial Policies are published as 13 individual pages on the ABC's website. These Editorial Policies applied as at 18 December 2023 (in their current format).

13. The Editorial Policies apply to all content produced, commissioned, acquired or otherwise obtained by the ABC for broadcast or publication by the ABC on platforms and

through services operated by the ABC, or by the ABC on platforms and through services operated by third parties.

14. All ABC content makers are obliged to adhere to the Editorial Policies in making decisions with respect to their content.
15. The Editorial Policies are enforceable under internal management processes and under the ABC Complaint Handling Process.
16. The ABC also publishes more detailed advice about how to comply with the Editorial Policies, in non-binding guidance notes. While not officially part of the Editorial Policies, these guidance notes are, in practice, considered an integral component of the complete Editorial Policy framework. The Editorial Policies can be understood as consisting of three key elements:
 - (a) principles;
 - (b) standards; and
 - (c) guidance notes.
17. The principles and standards, together, are what are referred to as the Editorial Policies, whereas the guidance notes are the non-binding guidelines that assist in interpreting and applying the Editorial Policies themselves. Often at the ABC, the terms 'Editorial Policies' or 'Ed Pols' or 'Editorial Standards' are used colloquially and broadly to encompass both the Editorial Policies and the Guidelines.

Personal Use of Social Media Guidelines

18. One of the documents published in the guidance section of the Editorial Policies website is the Personal Use of Social Media Guidelines (**PUSM Guidelines**). A copy of the PUSM Guidelines is enclosed behind **Tab 2** of Exhibit SM-1. The PUSM Guidelines applied as at 18 December 2023 (in their current format).
19. The PUSM Guidelines sit beneath the Code of Conduct, not the Editorial Policies. Their presence on the Editorial Policies ABC website is more of a historical artifact rather than an indication of their current status within the Editorial Policies framework. I explain the reason for this below.

20. The ABC introduced its first social media policy in 2009 as a corporate policy separate from the Editorial Policies, covering both official and personal use of social media by employees. In 2013, two new Editorial Policy guidance notes were published:
- (a) one for official social media use (which remains active with amendments); and
 - (b) another for personal use.
21. A significant policy restructure at the ABC occurred in 2020 with the introduction of a new Code of Conduct, replacing the previous Workplace Behaviour Policy. This change brought in the new PUSM Guidelines, which were expressly framed as being linked to the Code of Conduct (rather than the Editorial Policies). The PUSM Guidelines replaced both the 2009 social media policy (as referred to in paragraph 20) and the Editorial Policy guidance note on personal use (as referred to in paragraph 20(b)).
22. Although the PUSM Guidelines continue to appear on the Editorial Policies website, unlike other guidance notes, they do not provide advice on applying or interpreting the Editorial Policies. Their presence on the Editorial Policies website is merely a remnant of the previous structure, which had more overlap in how the ABC approached personal and official social media use.

Code of Practice and Code of Conduct

23. The Code of Practice is a condensed version of a subset of the Editorial Policies, which specifically only applies to broadcast content (not online content).
24. The Code of Conduct is a HR policy relating to worker conduct and outlines the required values, behaviours and standards which all ABC workers must demonstrate in their conduct and workplace behaviour (and behaviour outside of work that can have an impact on the ABC). The Code of Conduct is not about editorial content or editorial decisions.
25. As set out in paragraph 19, the PUSM Guidelines sit beneath the Code of Conduct in the same way that the Editorial Policies guidance notes sit beneath the Editorial Policies.

THE IMPARTIALITY AND INDEPENDENCE STANDARDS

26. From my experience in the Editorial Policies division in relation to applying the ABC's standards of impartiality and independence under the Editorial Policies:

- (a) Personal interests (including publicly expressed positions on matters of contention) and external activities (including personal use of social media) of ABC workers are relevant to the application of Editorial Policies standards 1.3 and 1.4, which state:

1.3 Ensure that editorial decisions are not improperly influenced by political, sectional, commercial or personal interests.

1.4 External activities of individuals undertaking work for the ABC must not undermine the independence and integrity of the ABC's editorial content.

- (b) A worker's personal views do not, of course, preclude them from working for the ABC. However, for workers in some editorial roles – such as journalist, producer and presenter – public awareness of personal views on matters of contention can affect audience perceptions of the impartiality of the content the worker contributes to, produces or presents.
- (c) A worker's personal social media activity can be relevant to the application of the impartiality and independence standards because it may undermine the independence or integrity of editorial content they contribute to, or create perceptions that their editorial decisions have been improperly influenced by personal interests, or create perceptions of a lack of impartiality in ABC content they have contributed to or will contribute to, or an inability on their part to be appropriately impartial on subjects covered in ABC content they have contributed to or will contribute to.
- (d) If a worker's personal social media activity reveals that they hold a strong personal position on a matter of contention (such as advocating for one side in a contentious political or social debate), the risk of a breach of the impartiality and independence standards arises regardless of the specifics of the position itself. That is, it does not matter which side of the debate a person sits on, it is the fact that they do sit on one side of it – if publicly revealed via their personal social media activity or some other means – that is pertinent to the application of the standards.

RECEIPT OF FEEDBACK AND COMPLAINTS AT THE ABC

27. Most of the complaints that the ABC receives come through the online complaints form which is located at the url: https://help.abc.net.au/hc/en-us/requests/new?ticket_form_id=6354974197519.
28. Complaints submitted via the complaints form are logged by the ABC Audience Support team. The Audience Support team will either refer them on as required (to the Ombudsman's Office or content area) or will respond to them directly (if they're general complaints, not alleging any breach of the editorial standards). The Editorial Policies team (that is, my team) is generally only notified of a complaint if it's a content complaint being investigated by the Ombudsman's Office (in which case it's the Ombudsman's Office investigator who notifies us) or, occasionally, if it's a complaint being dealt with by a content area directly (in which case the person dealing with it might refer it to us if they need some assistance or advice).
29. Depending on the type of complaint, it may be logged into a system called 'Resolve'. The ABC Ombudsman's Office, the Audience Support team and most members of my team (the Editorial Policies division) have access to the Resolve system.
30. There are other methods through which the ABC receives complaints, such as:
 - (a) various contact forms on the ABC website, such as the general ABC contact form, the ABC News contact form, the ABC iview contact form and the Radio National contact form; and
 - (b) via post addressed to individual programs, stations, presenters, managers, etc.
31. The ABC also receives some complaints by email directly to the Managing Director, the Chair, other members of the Board, and senior executives such as the Director of News.

ANTOINETTE LATTOUF

32. I have never met or had any professional dealings with Antoinette Lattouf.
33. Prior to 18 December 2023, I was aware of Ms Lattouf as a presenter and journalist and I was also aware of her in the context of her connection to Media Diversity Australia.

MONDAY 18 DECEMBER 2023

34. On Monday 18 December 2023 at 1.35 pm, I was copied on an email from David Anderson, Managing Director to Chris Oliver-Taylor, Chief Content Officer and Justin Stevens, Director of News regarding Ms Lattouf. The email forwarded a complaint Mr Anderson had received from a member of the public. Mr Anderson sent two other emails around the same time, forwarding other complaints he had received from members of the public. Enclosed behind **Tab 3** of Exhibit SM-1 are copies of these email.
35. It was reasonably standard practice for Mr Anderson to send emails to Mr Oliver-Taylor or Mr Stevens and me (in my position acting as Editorial Director), when the matter related to, or was suspected to relate to an editorial matter.
36. On Monday 18 December 2023 at 1.49 pm, I was copied on an email from Mr Oliver-Taylor to Steve Ahern, Acting Head of Capital City Radio Network regarding Ms Lattouf. Shortly after, Mr Ahern and Sashka Koloff, Managing Editor Standards & Compliance, replied to Mr Oliver-Taylor indicating that they would assist. Enclosed behind **Tab 4** of Exhibit SM-1 is a copy of this email.
37. I recall that sometime on Monday 18 December 2023, after receiving the email from Mr Anderson at 1.35 pm, I reviewed some of Ms Lattouf's social media activity. I recall I also read some criticism online about her work for the *Crikey* online news publication in relation to the October 2023 protests at the Sydney Opera House. I do not recall if I had read this criticism before or after I received the email from Mr Anderson at 1.35 pm.
38. I formed a view fairly quickly on the Monday 18 December 2023 that the substance of the complaints about Ms Lattouf did not relate to anything that Ms Lattouf had said on air. When looking at the complaints, I was considering whether the PUSM Guidelines were in issue, but I formed the view that there was no issue with the Editorial Policies themselves.
39. On Monday 18 December 2023 at 2.53 pm, I sent an email to Ms Koloff, Mr Ahern, and Mr Oliver-Taylor summarising my initial views in relation to Ms Lattouf. I wrote:

I understand the criticisms of Antoinette stem at least in part from her work on this story in Crikey last week: <https://www.crikey.com.au/2023/12/13/viral-footage-gas-the-jews-police-factcheckers-unverified/> [crikey.com.au], which was the subject of criticism on Sky News: https://www.youtube.com/watch?v=_zUcFeixzpl [youtube.com], which Antoinette

responded to on Instagram:

*https://www.instagram.com/antoinette_lattouf/reel/C03KPxbSZVg/
[instagram.com]. I note she's also a signatory to the recent open letter
[form.jotform.com] from journalists to media outlets.*

From what she said on-air this morning, she's only filling in on Mornings for a week.

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

Also, the fact that her recent work for Crikey has been the subject of criticism on Sky News doesn't automatically mean the criticism is justified or that the work itself was problematic. And it was clearly journalistic work (on a contentious subject) rather than commentary or opinion, which I think is relevant in determining whether it has any bearing on her (again, temporary) ABC role.

I directed a question to Mr Ahern:

is Antoinette likely to cover this subject (not the specific issue of the 'gas the Jews' chant at the Opera House, but the Israel-Gaza conflict more broadly) on Mornings this week?

Enclosed behind **Tab 5** of Exhibit SM-1 is a copy of this email.

40. On Monday 18 December 2023 at 3.32 pm, I was copied on a reply from Mr Ahern to Mr Oliver-Taylor regarding Ms Lattouf. Enclosed behind **Tab 6** of Exhibit SM-1 is a copy of this email.
41. On Monday 18 December 2023 at 3.45 pm, Mr Ahern responded to Ms Koloff, Mr Oliver-Taylor and me. In that email, in answer to my question, Mr Ahern stated that 'IMs

*Lattouf] will not be covering the Israel-Gaza conflict and it is not within the program brief to talk about this topic'. Enclosed behind **Tab 7** of Exhibit SM-1 is a copy of this email.*

42. On Monday 18 December 2023 at 3.48 pm, I sent an email to Mr Ahern, Ms Koloff, Mr Oliver-Taylor, with a copy to Ben Latimer, Head of Audio Content, writing in response to Mr Ahern's email at 3.45 pm '*Thanks Steve. All sounds reasonable to me*'. Enclosed behind **Tab 8** of Exhibit SM-1 is a copy of this email.
43. On Monday 18 December 2023 at 3.54 pm, I received an email from Mr Oliver-Taylor to Mr Ahern, Ms Koloff and me. Enclosed behind **Tab 9** of Exhibit SM-1 is a copy of this email.
44. On Monday 18 December 2023 at 4.07 pm, I was copied to an email from Mr Oliver-Taylor to the Managing Director's Office and Mr Anderson, regarding Ms Lattouf. Enclosed behind **Tab 10** of Exhibit SM-1 is a copy of this email.
45. On Monday 18 December 2023 at 8.51 pm, I was copied to an email from Mr Oliver-Taylor to Mr Ahern and Mr Latimer which attached a screenshot of Ms Lattouf's social media activity, that I understood Mr Oliver-Taylor had been sent by Mr Anderson. Enclosed behind **Tab 11** of Exhibit SM-1 is a copy of this email.
46. On Monday 18 December 2023 at 8.57 pm, 9.00 pm and 9.15 pm, I was copied on emails between Mr Ahern and Mr Oliver-Taylor regarding Ms Lattouf. Enclosed behind **Tab 12** of Exhibit SM-1 is a bundle of these emails.
47. On Monday 18 December 2023 at 11.00 pm, I sent an email to Mr Ahern, Mr Oliver-Taylor and Mr Latimer. I wrote:

Happy to chat in the morning Steve.

At this stage I'd advise caution. A single screenshot taken out of the context of the full post (and even that post, taken out of the context of her full account) can be easily misconstrued. The full post (from November 12) is here:

https://www.instagram.com/p/CzhW_YcSjCu/?igshid=MzRIODBiNWFIZA== [instagram.com]. It's a series of nine screenshots of Antoinette's responses to abhorrent, abusive or stupid comments people had made on some of her other posts. She titled it 'RESPONDING TO FAN MAIL ABOUT GAZA'. From seeing the full post it's reasonably apparent that she was sharing tongue-in-cheek / humorous retorts – i.e. she's collated what she regards as her 'best comebacks'

to the sort of trolls or nonsense comments she evidently receives. I've put the post into one image so you can see it in full:

[I inserted an image of the post in full]

While it's not the sort of thing I would want a prominent current/ongoing presenter to post – because it treats such a serious subject with levity, and has the potential to be misunderstood – it doesn't strike me as egregious enough to warrant pulling her off air. It's consistent with her outspoken but humorous approach on Instagram – her fans/followers would have understood the comments weren't meant to be taken seriously. I'm also mindful that this is such a short-term engagement (which limits the extent to which listeners would regard her as a representative of the ABC, especially in social media activity predating her week on air) and this is a post from more than five weeks ago, well before her on-air role began.

The other factor to consider is the risk of jumping the gun or overreacting to this. Given that Antoinette is quite outspoken (e.g. via her work with Media Diversity Australia), and clearly has strong views on the current conflict and the Australian media's coverage of it (hence her decision to sign the open letter), I think there's a high chance that if the ABC was to cut her presenting role short because of this Instagram post – a post which she would presumably argue was entirely defensible, and not reflective of offensive views etc. – she would make it a very big (and very public) issue. I'm not suggesting our decisions as to how to manage people's personal social media activity should be driven by fear of them criticising any disciplinary action we might take, but I do think it's worth treading carefully in a case like this, on an issue like this, and being mindful of how things might play out.

One last point – in the event that you're inclined to pursue disciplinary action and cut her contract short (which, for the reasons mentioned above, I don't think would be warranted), it would be worth looping in P&C. There's an established process for this, which involves formally investigating and giving the person procedural fairness etc. (to be honest I'm not sure how much of that process is needed when someone is on such a short-term contract, but P&C can advise).

Enclosed behind **Tab 13** of Exhibit SM-1 is a copy of this email. The content of this email accurately reflects my state of mind in relation to its subject matter at the time.



48. At the time I wrote the email referred to at Tab 13 above:
- (a) I had reviewed recent posts on Ms Lattouf's Instagram account (and possibly her Twitter/X account); and
 - (b) to the best of my recollection, I had not looked at any complaints in the Resolve system.
49. On Monday 18 December 2023 at 11.03 pm, I received an email from Mr Oliver-Taylor to Mr Ahern, Mr Latimer and me. Enclosed behind **Tab 14** of Exhibit SM-1 is a copy of this email.

TUESDAY 19 DECEMBER 2023

50. On Tuesday 19 December 2023 at 6.48 am, I received an email from Mr Ahern to Mr Oliver-Taylor, Mr Latimer and me. Enclosed behind **Tab 15** of Exhibit SM-1 is a copy of this email.
51. On Tuesday 19 December 2023 at 6.53 am, I received an email from Mr Latimer to Mr Ahern, Mr Oliver-Taylor and me. Mr Latimer suggested that he, Mr Ahern and I discuss the situation involving Ms Lattouf. I understood this was based on the emails from the night before. Enclosed behind **Tab 16** of Exhibit SM-1 is a copy of this email.
52. On Tuesday 19 December 2023 at 10.48 am, I attended a call on Microsoft Teams with Mr Latimer and Mr Ahern. Having had Ms Lattouf's social media activity prior to 18 December 2023 brought to our attention, the purpose and outcomes of the meeting were about trying to minimise the risk of a potential breach of the PUSM Guidelines or Editorial Policies occurring. Enclosed behind **Tab 17** of Exhibit SM-1 is a copy of a screenshot from this teams meeting.
53. As an ABC worker for the week, Ms Lattouf's personal use of social media was subject to the PUSM Guidelines. From a review of some of her social media activity, I could tell that she had publicly expressed strong views on a topic of contention, being the Israel-Gaza conflict. The Israel-Gaza conflict was a matter of significant controversy and contention within the community at the time, and one that was subject to ongoing media coverage, including by the ABC. In my view, Ms Lattouf was clearly an advocate for one side over another in that conflict. It did not matter to me which side.
54. Mr Ahern had said in his 3.45 pm email on Monday, 18 December 2023, that Ms Lattouf would not be covering the Israel-Gaza conflict and that it was not within the *Mornings*

program brief to talk about the topic. However, as a major ongoing news story with significant new developments occurring regularly over the previous two months, I considered there was nonetheless a chance the topic could arise on the program, either because a significant enough development occurred and warranted coverage as the major news story of the day, or because a talkback caller raised it.

55. At this point in time, in view of Ms Lattouf's recent social media activity, I felt there was a risk that during her week of hosting ABC Sydney *Mornings* she might do something that would be problematic under the PUSM Guidelines – particularly the standard that provides:

“do not damage the ABC's reputation for impartiality and independence”.

56. However, I was also mindful that the short-term nature of Ms Lattouf's engagement and the fact that she had done (and presumably would continue to do) a lot of non-ABC work limited the extent to which she would be perceived as a representative of the ABC, which was relevant to how the PUSM Guidelines would apply to her.

57. My concern was that either:

- (a) while she was on air for the week, Ms Lattouf would post on social media something else that would continue that same public perception of her partisan views that already existed; or
- (b) Ms Lattouf would say something on air about the Israel-Gaza conflict (whether or not that comment on air was impartial) and because of the existing public perception of her partisan views, those things in combination could amount to breach of the PUSM Guidelines requirement not to damage the ABC's reputation for impartiality and independence.

58. My concern would have been the same had Ms Lattouf previously expressed pro-Israeli views on social media. The issue was partiality, not which side or perspective.

59. I had not been given the impression from my discussion with Mr Latimer and Mr Ahern that Ms Lattouf was likely to deliberately make biased comments about matters of controversy while on air.

60. On Tuesday 19 December 2023 at 11.10 am, I sent an email to Mr Ahern and Mr Latimer. My object in writing the email was to accurately summarise what we had discussed in our meeting. It accurately reflects the recollection that I then had of what

had been discussed in the meeting, and my own state of mind in relation to its subject matters at that time. In the email, I wrote:

Good to chat just now. As discussed:

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

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

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

There are key differences between this case and the Josh Szeps case. We haven't been inconsistent in our treatment of them (e.g. by pulling one presenter for expressing views on the Israel-Gaza war and allowing another presenter to remain on air after doing the same thing). From what you explained, Josh was pulled from air because he undertook non-ABC activity (appearing on Sky News) without ABC permission (despite knowing it's something the ABC would have declined, had he sought permission). It wasn't specifically because he expressed views on the Israel-Gaza war. Antoinette, on the other hand, has done nothing

(as far as we've seen) that would be in breach of her contract or relevant ABC guidelines.

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

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

Happy to provide any further advice on this if required.

61. To the best of my knowledge, everything summarised in the email above was discussed in the meeting (though perhaps not every point was expressed in the same way or with the same level of detail). I do not recall anything else being discussed in the meeting aside from that which is recorded in my email. Enclosed behind **Tab 18** of Exhibit SM-1 is a copy of this email.
62. The reason I sent the email at 11.10 am (Tab 18) was to summarise what we had discussed and to update Mr Oliver-Taylor. In my email, I refer to there being “8 complaints logged yesterday, and another 15 today”. I do not recall exactly when I looked at Resolve to get these numbers, but it would have been sometime on the morning of Tuesday, 19 December 2023, either before the meeting with Mr Ahern and Mr Latimer referred to in paragraph 52 (in preparation for that meeting), or between the meeting and 11.10 am (to get the complaint figures I cited in my email). It is possible that I checked Resolve again between 11.10 am and 3.57 pm, given that my 3.57 pm email (as referred to below in paragraph 69) refers to having seen certain complaints.

63. On Tuesday 19 December 2023 at 11.15 am, I received an email from Mr Oliver-Taylor to Mr Ahern, Mr Latimer and me. Enclosed behind **Tab 19** of Exhibit SM-1 is a copy of this email.
64. On Tuesday 19 December 2023 at 11.19 am, I was copied on an email from Mr Oliver-Taylor to Mr Anderson. That email copied some of my words from my email from 11.10 am. After receipt of this email, I recall thinking:
- (a) the ABC had done what we could to reduce the risks of a breach by Ms Lattouf;
 - (b) Ms Lattouf only had three shifts left, so the risk of something problematic occurring (either on-air or on social media) was not particularly high; and
 - (c) it would be prudent for me to keep an eye on Ms Lattouf's social media activity for the rest of the week.

Enclosed behind **Tab 20** of Exhibit SM-1 is a copy of this email.

65. On Tuesday 19 December 2023 at 1.16 pm, I was copied on an email from Mr Ahern to Mr Latimer in which Mr Ahern stated:
- She has also suggested that Antoinette may be wise not to post anything on her socials this week*
66. I understood this comment from Mr Ahern to mean that Ms Lattouf had been asked not to post on social media for the week she was presenting on-air. I assumed this was the first time Ms Lattouf had been asked (or directed) not to post. Given the brevity of the statement and the fact that Mr Ahern was recounting something Elizabeth Green, Content Director had done (rather than something he had done himself), I did not have a clear sense of precisely what had been said to Ms Lattouf. That is, I did not have a clear picture of precisely what the conversation had entailed or how Ms Lattouf had responded. Enclosed behind **Tab 21** of Exhibit SM-1 is a copy of this email.
67. On Tuesday 19 December 2023 at 3.45 pm, I received an email from Mr Oliver-Taylor. Mr Oliver-Taylor's email forwarded an email from Lauren Stokes, Executive Assistant to the Chair which attached several complaint emails about Ms Lattouf. I recall reading some of the complaint emails, and it is possible that I read all of them. However, if I did read all of the complaints, then given the volume, it is likely that I would have "skimmed" them, rather than read each and every word. I recall the complaints were all fairly similar and I don't recall seeing any that raised new issues of concern. I also recall that some of

the complaints were the same as ones I had already seen by that point. Enclosed behind **Tab 22** of Exhibit SM-1 is a copy of this email.

68. I observed that some of the complaints referred to an alleged breach of the ABC's Code of Practice. My view was that that allegation was entirely misguided and I was keen to refute it. I formed this view on the basis that the Code of Practice applies only to content broadcast by the ABC on television or radio. The complainants who alleged a breach of section 4 of the Code of Practice (the section relating to impartiality) hadn't cited anything Ms Lattouf had said on-air. They were complaining about her social media activity, but citing the Code of Practice, which does not apply to that activity. They were also generally complaining that she was biased, but a general complaint of that nature is not, in my view, sufficient to make out a breach of the Code of Practice. Rather, a breach can only occur in relation to a specific item of content, not just a presenter in general. The complainants were also complaining about the fact that the ABC had hired her, but hiring decisions are not subject to the Code of Practice. Some also complained about the *Crikey* story that Ms Lattouf had written, which had nothing to do with the ABC and wasn't subject to the ABC Code of Practice.
69. On Tuesday 19 December 2023 at 3.57 pm, I sent an email to Mr Oliver-Taylor (copying Mr Latimer). In that email, I wrote:

I've seen some of these – a lot of the complainants submitted complaints via the usual complaint form (so they're logged in the complaints database) in addition to writing directly to the Board and MD.

The reference to clause 4 of the Code of Practice (i.e. our impartiality standards) is seriously misguided... the Code applies to content we broadcast, not our hiring decisions. Some of the complainants seem to think we've breached our impartiality standards because of her Crikey story... but we aren't responsible for that story and it certainly isn't subject to our Code of Practice.

Anyway – happy to discuss with you and Ben. I'm around for the next hour or so, then unavailable until later this evening. Or if we can't find time today, happy to chat first thing tomorrow.

*By the way – if you haven't already seen it, this Women's Agenda article (published earlier today) is worth a read:
<https://womensagenda.com.au/latest/no-tactic-is-off-the-table-women-journalists->*



call-out-mainstream-media-fortargeted-accusafions-and-half-truths/[womensagenda.com.au]. Antoinette is quoted in it as saying:

“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 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.”

(The ‘pressuring employers’ reference makes me think that if the ABC was to take any action against her in response to complaints being made to the Board and MD etc., she’d definitely go public about it.)

Enclosed behind **Tab 23** of Exhibit SM-1 is a copy of this email. The content of this email accurately reflects my state of mind in relation to its subject matter at the time.

70. On Tuesday 19 December 2023 at 4.01 pm, I received an email from Mr Oliver-Taylor seeking to set up a call. Enclosed behind **Tab 24** of Exhibit SM-1 is a copy of this email.
71. On Tuesday 19 December 2023 at 4.34 pm, I attended a call with Mr Oliver-Taylor. I do not recall if anyone else was present on this call. In that meeting:
- (a) by this time, the understanding was that there were a large number of similar complaints being received by the ABC, and it would be helpful to have a proforma response;
 - (b) we discussed drafting a proforma response to assist with dealing with the complaints; and
 - (c) I volunteered to provide something to Mr Oliver-Taylor that he could provide to the Managing Director’s office to advise them as to how we were intending to reply to these complaints.

Enclosed behind **Tab 25** of Exhibit SM-1 is a copy of is a copy of a screenshot from this Teams meeting.



72. On Tuesday 19 December 2023 at 4.49 pm, I sent an email to Mr Oliver-Taylor and Mr Latimer providing a simple proforma response to send to complainants. In that email, I wrote:

Here's what I'd suggest as a simple proforma response that should suffice for most complainants:

Dear ...

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

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

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

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

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

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

*Yours sincerely,
Chris Oliver-Taylor
Chief Content Officer
ABC*

Enclosed behind **Tab 26** of Exhibit SM-1 is a copy of this email.

73. I signed the draft proforma email from Mr Oliver-Taylor because I assumed it was possible that Mr Oliver-Taylor would be the person sending the emails to the complainants. I considered it was possible another manager could send them, in which case the signature block in the draft proforma email would be changed.
74. On Tuesday 19 December 2023 at 4.50 pm, I received an email from Mr Oliver-Taylor to Mr Latimer and me regarding the proforma response that I had sent a minute earlier. Enclosed behind **Tab 27** of Exhibit SM-1 is a copy of this email.
75. On Tuesday 19 December 2023 at 6.19 pm, I was copied on an email from Mr Oliver-Taylor to Mr Anderson. This email provided the proforma response that I had drafted. Enclosed behind **Tab 28** of Exhibit SM-1 is a copy of this email.

WEDNESDAY 20 DECEMBER 2023

76. On Wednesday 20 December 2023 at 12.19 pm, I received an email from Mr Latimer. Enclosed behind **Tab 29** of Exhibit SM-1 is a copy of this email.
77. On Wednesday 20 December 2023 at 12.23 pm, I received an email from Mr Oliver-Taylor which I understood to mean that Mr Oliver-Taylor was asking Mr Latimer to share screenshot/s of the Instagram story post he had just seen, and asking for all of us to review them as soon as possible. My understanding was that he wanted us to consider whether Ms Lattouf had breached the PUSM Guidelines, or breached a direction that Mr Latimer had said Ms Lattouf was given. Enclosed behind **Tab 30** of Exhibit SM-1 is a copy of this email.
78. When I received the email from Mr Latimer at 12.19 pm, that was the first time that I became aware that Ms Lattouf had posted anything that week that could be regarded as potentially a concern for the ABC.
79. After receiving the email, I looked at the Instagram application on my telephone and searched for Ms Lattouf's profile. I viewed and took screenshots of her series of Instagram 'stories' that were available at that time. Enclosed behind **Tab 31** of Exhibit SM-1 is a bundle of these screenshots.
80. On Wednesday 20 December 2023, shortly after receiving the emails from Mr Latimer and Mr Oliver-Taylor, I attended a call on Microsoft Teams with Mr Oliver-Taylor, Mr Latimer, Mr Ahern (the **Teams Meeting**). In the Teams Meeting:

- (a) we discussed what action should be taken now that Ms Lattouf had made social media posts about the Israel-Gaza war. Where I refer to social media “posts” here, I am referring to several different posts made by Ms Lattouf on her Instagram over one or several “stories”;
- (b) one of the actions that was discussed was taking Ms Lattouf off air;
- (c) I understood from what was being discussed that there were two main issues in terms of possible reasons for taking Ms Lattouf off-air:
 - i. that she had possibly breached the PUSM Guidelines by posting what she had posted; and
 - ii. that she had been issued a direction and had contravened that;
- (d) I recall there was some discussion about the content of the direction that had been given to Ms Lattouf. However, I understood that it was either a direction not to post on this particular issue (the Israel-Gaza war) or a direction not to post on any “controversial” matters during the week she was on air. I understood that, in either case, Ms Lattouf had not followed the direction;
- (e) at one point, Ms Green joined the call. Either Mr Latimer or Mr Ahern (although I cannot now recall who) asked Ms Green to confirm the nature of what she had told Ms Lattouf about posting on social media. I do not now recall what Ms Green said about what she had said to Ms Lattouf;
- (f) Mr Oliver-Taylor asked me whether I was comfortable with taking Ms Lattouf off-air, or whether I had any objections. I said that I did not have any objections;
- (g) Mr Oliver-Taylor may have asked Mr Latimer and Mr Ahern whether they had any objections, but I cannot now recall that.

Enclosed behind **Tab 32** of Exhibit SM-1 is a copy of a screenshot from the Teams Meeting (with the incorrect time zone stamped).

81. I did not raise any objection when asked, because I thought it was not an unreasonable conclusion to draw. I felt that her conduct in making the posts referred to in subparagraph 80(a) was sufficient to warrant taking Ms Lattouf off air for her last two days. My views in this respect were not influenced by anything that I knew about any political opinions that Ms Lattouf had or may have had, or by her race or national

extraction, but solely the fact and context of her social media posts and the direction I understood she had been given and not followed.

82. From my observation it appeared that Mr Oliver-Taylor either decided during that meeting, was in the process of deciding during that meeting, or was confirming a decision that he had already made prior to the meeting, as to what would be the course of action in relation to Ms Lattouf.
83. At the conclusion of the meeting, I understood that Mr Ahern was to speak to Ms Lattouf and Mr Oliver-Taylor was going to inform Mr Anderson.
84. The effect of what I understood was that Mr Ahern was to speak to Ms Lattouf and tell her that she would not be required to present on the last two days.
85. It is possible that how Ms Lattouf would be paid and questions about the *ABC Enterprise Agreement 2022-2025* were spoken about during the meeting, but I cannot specifically recall what, if anything, was said about this.
86. During the meeting there was no firm conclusion as to whether the Instagram stories that Ms Lattouf had posted were themselves a breach of the PUSM Guidelines. I regarded them as a potential breach of the PUSM Guidelines. My understanding was that a formal determination of a breach of PUSM Guidelines would need to be made by or in conjunction with someone from People & Culture. To my understanding, that did not occur in this case. A process of that nature takes some time and would not have been completed before Ms Lattouf finished the week on-air. However, I was not certain if that process would be applicable in the case of a short-term worker, given the practicalities of timing.
87. My strong view when considering any social media activity against the PUSM Guidelines is that nothing should be viewed in isolation. I did not consider the Human Rights Watch video Ms Lattouf had shared in her Instagram stories in isolation, and my view that she had potentially breached the PUSM Guidelines was not based solely on that video. Ms Lattouf had also posted multiple other things in the same story or stories, around the same time, including sharing a UNICEF post about the death of a young girl in Gaza (which Ms Lattouf shared with a broken heart emoji), and two screenshots from the 18 December 2023 Women's Agenda article "*No tactic is off the table*": *Women journalists call out tabloid media for 'targeted' accusations and 'half truths'*"; the first was a screenshot of the headline and an image of five female journalists (including Ms Lattouf),

and the second was a screenshot of a quote from Ms Lattouf referring to the Israel-Gaza conflict as “*the worst humanitarian crisis and violence against children in modern times*”, referring to media outlets citing statements from the Israeli Defence Force as “*reciting IDF (Israeli Defence Force) talking points*”, and referring to “*the ongoing slaughter of children in Gaza*”. I regarded all of those stories together, in the context of Ms Lattouf’s previous social media activity, as a potential breach of the PUSM Guidelines. However, there is a process that needs to be followed to determine an actual breach.

88. On my understanding, during the Teams Meeting everyone who attended had seen all of the current Instagram stories on Ms Lattouf’s profile, and I understood that we were talking about all of them in combination, not just the Human Rights Watch story.
89. On Wednesday 20 December 2023 at 1.27 pm, I received an email from Mr Oliver-Taylor forwarding for my information an email chain that related to the ABC’s public statement about Ms Lattouf. I was not involved in the drafting of the ABC’s public statement. Enclosed behind **Tab 33** of Exhibit SM-1 is a copy of this email.
90. On Wednesday 20 December 2023 between 3.35 pm and 4.44 pm, I contributed to and was copied in correspondence between Mr Oliver-Taylor and Joanne Sanders, Executive Assistant to the Managing Director regarding a draft proforma response to send to complainants. Enclosed behind **Tab 34** of Exhibit SM-1 are copies of these emails.

91. In this affidavit I have given a complete account of my reasoning in relation to everything that I thought, did or said in relation to Ms Lattouf, in the sense that I have included every reason that I considered or on which I acted. Nothing that I thought, did or said in relation to Ms Lattouf involved any consideration, or in any way took into account, anything that I knew about the fact or content of any political opinions that Ms Lattouf had or may have had. I was not influenced by anything that any person who complained in relation to Ms Lattouf said about her or her opinions or conduct. Nothing that I thought, did or said in relation to Ms Lattouf involved any consideration, or in any way took into account, anything that I knew about, her race or national extraction (including that Ms Lattouf has a Lebanese and/or Arab and/or Middle Eastern heritage and that she is a descendant of foreign immigrants). None of those matters were reasons for anything that I thought, did or said in relation to Ms Lattouf.

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

)
)
)
)
)



Signature of deponent

Simon Melkman



Signature of witness

Mary-Anne Rossi Nolan

Qualification of witness: An Australian Legal Practitioner within the meaning of the *Legal Profession Uniform Law* (NSW).

This document was signed in counterparts and witnessed over audio-visual link in accordance with Part 2B of the *Electronic Transactions Act 2000* (NSW) with the deponent in Sydney and the witness in Sydney.

Form 59
Rule 29.02(1)

Exhibit

SM-1

No. NSD 189 of 2024

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

Antoinette Lattouf

Applicant

Australian Broadcasting Corporation

Respondent

This is the exhibit marked "**SM-1**" referred to in the Affidavit of **Simon Melkman** affirmed on 14 October 2024 in Sydney, New South Wales.

Before me:



Signature of witness

Name of witness: Mary-Anne Rossi Nolan

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

This affidavit was signed in counterpart and witnessed over audio visual link in accordance with section 14G of the *Electronic Transactions Act* (NSW).

Index to Exhibit SM-1

Tab	Date	Document
1.	N/A	Editorial Policies current at 14 October 2024.
2.	N/A	Personal Use of Social Media Guidelines current at 14 October 2024.
Monday, 18 December 2023		
3.	18 December 2023, 1.35 pm	Email from D. Anderson to C. Oliver-Taylor and J. Stevens copy S. Melkman
4.	18 December 2023, 1.49 pm	Email from C. Oliver-Taylor to S. Ahern, copy B. Latimer, S. Melkman and S. Koloff
5.	18 December 2023, 2.53 pm	Email from S. Melkman to S. Koloff, S. Ahern and C. Oliver-Taylor, copy B. Latimer
6.	18 December 2023, 3.32 pm	Email from S. Ahern to C. Oliver-Taylor copy B. Latimer, S. Melkman and S. Koloff
7.	18 December 2023, 3.45 pm	Email from S. Ahern to S. Melkman, S. Koloff and C. Oliver-Taylor, copy B. Latimer
8.	18 December 2023, 3.48 pm	Email from S. Melkman to S. Ahern, S. Koloff and C. Oliver-Taylor, copy B. Latimer
9.	18 December 2023, 3.54 pm	Email from C. Oliver-Taylor to S. Melkman, S. Ahern and S. Koloff, copy B. Latimer
10.	18 December 2023, 4.07 pm	Email from C. Oliver-Taylor to D. Anderson, copy J. Stevens, S. Melkman, B. Latimer
11.	18 December 2023, 8.51 pm	Email from C. Oliver-Taylor to S. Ahern, B. Latimer copy S. Melkman attaching screenshot
12.	18 December 2023, between 8.57 pm and 9.15 pm	Bundle of emails between S. Ahern, C. Oliver-Taylor and S. Melkman
13.	18 December 2023, 11.00 pm	Email from S. Melkman to S. Ahern, C. Oliver-Taylor and B. Latimer
14.	18 December 2023, 11.03 pm	Email from C. Oliver-Taylor to S. Melkman, S. Ahern and B. Latimer
Tuesday, 19 December 2023		
15.	19 December 2023, 6.48 am	Email from S. Ahern to C. Oliver-Taylor, B. Latimer and S. Melkman
16.	19 December 2023, 6.53 am	Email from B. Latimer to S. Ahern, S. Melkman and C. Oliver-Taylor

Tab	Date	Document
17.	N/A	Screenshot of Microsoft Teams meeting dated 19 December 2023 at 10.48 am
18.	19 December 2023, 11.10 am	Email from S. Melkman to S. Ahern and B. Latimer, copy C. Oliver-Taylor
19.	19 December 2023, 11.15 am	Email from C. Oliver-Taylor to S. Melkman, S. Ahern and B. Latimer
20.	19 December 2023, 11.19 am	Email from C. Oliver-Taylor to D. Anderson copy S. Melkman and B. Latimer
21.	19 December 2023, 1.16 pm	Email from S. Ahern to B. Latimer and S. Melkman copy C. Oliver-Taylor
22.	19 December 2023, 3.45 pm	Email from C. Oliver-Taylor to S. Melkman copy B. Latimer attaching 29 emails
23.	19 December 2023, 3.57 pm	Email from S. Melkman to C. Oliver-Taylor copy B. Latimer
24.	19 December 2023, 4.01 pm	Email from C. Oliver-Taylor to S. Melkman and B. Latimer
25.	N/A	Screenshot of Microsoft Teams meeting dated 19 December 2023 at 4.34 pm
26.	19 December 2023, 4.49 pm	Email from S. Melkman to C. Oliver-Taylor and B. Latimer
27.	19 December 2023, 4.50 pm	Email from C. Oliver-Taylor to S. Melkman and B. Latimer
28.	19 December 2023, 6.19 pm	Email from C. Oliver-Taylor to D. Anderson copy S. Melkman
Wednesday, 20 December 2023		
29.	20 December 2023, 12.19 pm	Email from B. Latimer to S. Ahern, C. Oliver-Taylor and S. Melkman
30.	20 December 2023, 12.23 pm	Email from C. Oliver-Taylor to B. Latimer, S. Ahern and S. Melkman
31.	20 December 2023	Screenshots of Instagram stories from Antoinette Lattouf profile
32.	N/A	Screenshot of Microsoft Teams meeting dated 20 December 2023
33.	20 December 2023, 1.27 pm	Email from C. Oliver-Taylor to S. Melkman
34.	20 December 2023, 3.35 pm	Email chain between C. Oliver-Taylor, J. Sanders, copy S. Melkman



Editorial Policies |

Policies

1 Independence, integrity and responsibility

2 Accuracy

3 Corrections and clarifications

4 Impartiality and diversity of perspectives

5 Fair and honest dealing

6 Privacy

7 Harm and Offence

8 Children and young people

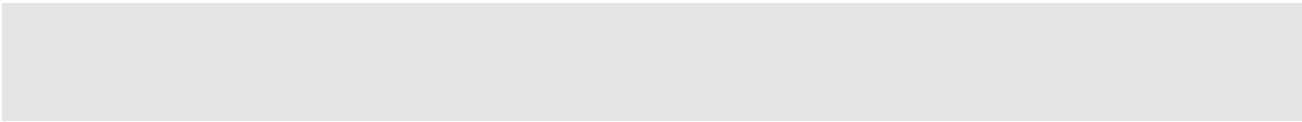
9 Public access and participation

10 Announcements about ABC programs and activities

11 Advertising and sponsorship restrictions

12 Commercial references

13 External funding and relationships



1 Independence, integrity and responsibility

Principles

The trust and respect of the community depend on the ABC's editorial independence and integrity. Independence and responsibility are inseparable. The Managing Director is the Editor-in-Chief who has ultimate editorial power and responsibility.

Editorial decision-making at the ABC is based on upward referral. Those who create, acquire, commission or oversee ABC content are responsible for ensuring that it complies with the Editorial Policies, but they are also required to upwardly refer any editorial matter where they are in doubt. Editorial content that is controversial or likely to have an extraordinary impact should also be upwardly referred, even if there is no doubt, to allow closer consideration of any editorial policy issues.

Upward referral is made to line managers and to appropriately senior people within Divisions who are designated with responsibility. In addition, editorial advisers are available and should be consulted for advice and guidance.

Where an editorial issue is being upwardly referred to the Managing Director, it must first be referred to the Editorial Director for input and advice.

Standards

- 1.1 Maintain the independence and integrity of the ABC.
- 1.2 Exercise ABC editorial control over the content the ABC broadcasts or publishes.
- 1.3 Ensure that editorial decisions are not improperly influenced by political, sectional, commercial or personal interests.
- 1.4 External activities of individuals undertaking work for the ABC must not undermine the independence and integrity of the ABC's editorial content.
- 1.5 Exercise editorial independence as authorised and accept responsibility for it. When in doubt about an editorial matter, refer it up to the next most senior person for advice or decision.

1.6 When any editorial matter, including an editorial matter not being referred up for advice or decision, is likely to cause controversy or have an extraordinary impact, give proper notice of it to the most appropriate senior manager.

1.7 Any editorial matter which is considered by a Divisional Director to be sufficiently significant to be referred to the Managing Director for information or decision must first be referred to the Editorial Director. If a Director is in doubt as to whether an editorial matter is sufficiently significant, advice should be sought from the Editorial Director.

Issued 11 April 2011, Revised 1 April 2016

2 Accuracy

Principles

The ABC has a statutory duty to ensure that the gathering and presentation of news and information is accurate according to the recognised standards of objective journalism. Credibility depends heavily on factual accuracy.

Types of fact-based content include news and analysis of current events, documentaries, factual dramas and lifestyle programs. The ABC requires that reasonable efforts must be made to ensure accuracy in all fact-based content. The ABC gauges those efforts by reference to:

- the type, subject and nature of the content;
- the likely audience expectations of the content;
- the likely impact of reliance by the audience on the accuracy of the content; and
- the circumstances in which the content was made and presented.

The ABC accuracy standard applies to assertions of fact, not to expressions of opinion. An opinion, being a value judgement or conclusion, cannot be found to be accurate or inaccurate in the way facts can. The accuracy standard requires that opinions be conveyed accurately, in the sense that quotes should be accurate and any editing should not distort the meaning of the opinion expressed.

The efforts reasonably required to ensure accuracy will depend on the circumstances. Sources with relevant expertise may be relied on more heavily than those without. Eyewitness testimony usually carries more weight than second-hand accounts. The passage of time or the inaccessibility of locations or sources can affect the standard of verification reasonably required.

The ABC should make reasonable efforts, appropriate in the context, to signal to audiences gradations in accuracy, for example by querying interviewees, qualifying bald assertions, supplementing the partly right and correcting the plainly wrong.

Standards

2.1 Make reasonable efforts to ensure that material facts are accurate and presented in context.

2.2 Do not present factual content in a way that will materially mislead the audience. In some cases, this may require appropriate labels or other explanatory information.

Issued: 11 April 2011, Revised: 25 September 2014

3 Corrections and clarifications

Principles

A commitment to accuracy includes a willingness to correct errors and clarify ambiguous or otherwise misleading information. Swift correction can reduce harmful reliance on inaccurate information, especially given content can be quickly, widely and permanently disseminated. Corrections and clarifications can contribute to achieving fairness and impartiality.

Standards

3.1 Acknowledge and correct or clarify, in an appropriate manner as soon as reasonably practicable:

- a** significant material errors that are readily apparent or have been demonstrated; or
- b** information that is likely to significantly and materially mislead.

Issued: 11 April 2011, Revised 4 April 2014

4 Impartiality and diversity of perspectives

Principles

The ABC has a statutory duty to ensure that the gathering and presentation of news and information is impartial according to the recognised standards of objective journalism.

Aiming to equip audiences to make up their own minds is consistent with the public service character of the ABC. A democratic society depends on diverse sources of reliable information and contending opinions. A broadcaster operating under statute with public funds is legitimately expected to contribute in ways that may differ from commercial media, which are free to be partial to private interests.

The ABC takes no editorial stance other than its commitment to fundamental democratic principles including the rule of law, freedom of speech and religion, parliamentary democracy and non-discrimination.

Judgements about whether impartiality was achieved in any given circumstances can vary among individuals according to their personal and subjective view of any given matter of contention. Acknowledging this fact of life does not change the ABC's obligation to apply its impartiality standard as objectively as possible. In doing so, the ABC is guided by these hallmarks of impartiality:

- a balance that follows the weight of evidence;
- fair treatment;
- open-mindedness; and
- opportunities over time for principal relevant perspectives on matters of contention to be expressed.

The ABC aims to present, over time, content that addresses a broad range of subjects from a diversity of perspectives reflecting a diversity of experiences, presented in a diversity of ways from a diversity of sources, including content created by ABC staff, generated by audiences and commissioned or acquired from external content-makers.

Impartiality does not require that every perspective receives equal time, nor that every facet of every argument is presented.

Assessing the impartiality due in given circumstances requires consideration in context of all relevant factors including:

- the type, subject and nature of the content;
- the circumstances in which the content is made and presented;
- the likely audience expectations of the content;
- the degree to which the matter to which the content relates is contentious;
- the range of principal relevant perspectives on the matter of contention; and
- the timeframe within which it would be appropriate for the ABC to provide opportunities for the principal relevant perspectives to be expressed, having regard to the public importance of the matter of contention and the extent to which it is the subject of current debate.

Standards

4.1 Gather and present news and information with due impartiality.

4.2 Present a diversity of perspectives within a reasonable timeframe, aiming to reach a similar audience, so that no significant strand of thought or belief within the community is knowingly excluded or disproportionately represented.

4.3 Take care in the presentation of analysis and commentary. Do not present them as the editorial opinion of the ABC.

4.4 Do not misrepresent any perspective.

4.5 Do not unduly favour one perspective over another.

Issued: 11 April 2011, Revised: 13 December 2023

5 Fair and honest dealing

Principles

Fair and honest dealing is essential to maintaining trust with audiences and with those who participate in or are otherwise directly affected by ABC content. In rare circumstances, deception or a breach of an undertaking may be justified. Because of the potential damage to trust, deception or breach of an undertaking must be explained openly afterwards unless there are compelling reasons not to do so.

Standards

Dealing with participants

5.1 Participants in ABC content should normally be informed of the general nature of their participation.

5.2 A refusal to participate will not be overridden without good cause.

Opportunity to respond

5.3 Where allegations are made about a person or organisation, make reasonable efforts in the circumstances to provide a fair opportunity to respond.

Attribution and sources

5.4 Aim to attribute information to its source.

5.5 Where a source seeks anonymity, do not agree without first considering the source's motive and any alternative attributable sources.

5.6 Do not misrepresent another's work as your own.

Undertakings

5.7 Assurances given in relation to conditions of participation, use of content, confidentiality or anonymity must be honoured except in rare cases where justified in the public interest.

Secret recording and other types of deception

5.8 Secret recordings, misrepresentation or other types of deception must not be used by the ABC or its co-production partners to obtain or seek information, audio, pictures or an agreement to participate except where:

- a** justified in the public interest and the material cannot reasonably be obtained by any other means; or
- b** consent is obtained from the subject or identities are effectively obscured; or
- c** the deception is integral to an artistic work.

In all cases, the potential for harm must be taken into consideration.

Mandatory referral

5.9 An appropriately senior ABC person designated for the purpose must approve in advance, having considered the applicable editorial standards (such as 5.5, 5.7 or 5.8), any proposal:

- a** to use secret recording during the production of content commissioned, produced or co-produced by the ABC; or
- b** to broadcast or publish material obtained by deception; or
- c** to broadcast or publish without attribution information that forms the basis of a report and the ABC is to be committed to protect the identity of the source of the information; or
- d** not to honour an assurance given in relation to conditions of participation, use of content, confidentiality or anonymity.

Advice must be sought from ABC Legal on any proposal involving secret recording (5.9a) or deception (5.9b).

Issued: 11 April 2011, Revised: 13 December 2023

6 Privacy

Principles

Privacy is necessary to human dignity and every person reasonably expects that their privacy will be respected. But privacy is not absolute. The ABC seeks to balance the public interest in respect for privacy with the public interest in disclosure of information and freedom of expression.

Standards

6.1 Intrusion into a person's private life without consent must be justified in the public interest and the extent of the intrusion must be limited to what is proportionate in the circumstances.

Issued: 11 April 2011

7 Harm and Offence

Principles

The ABC broadcasts and publishes comprehensive and innovative content that aims to inform, entertain and educate diverse audiences. This involves a willingness to take risks, invent and experiment with new ideas. It can result in challenging content which may offend some of the audience some of the time. But it also contributes to diversity of content in the media and to fulfilling the ABC's function to encourage and promote the musical, dramatic and other performing arts. The ABC acknowledges that a public broadcaster should never gratuitously harm or offend and accordingly any content which is likely to harm or offend must have a clear editorial purpose.

The ABC potentially reaches the whole community, so it must take into account community standards. However, the community recognises that what is and is not acceptable in ABC content largely depends on the particular context, including the nature of the content, its target audience, and any signposting that equips audiences to make informed choices about what they see, hear or read. Applying the harm and offence standard, therefore, requires careful judgement. What may be inappropriate and unacceptable in one context may be appropriate and acceptable in another. Coarse language, disturbing images or unconventional situations may form a legitimate part of reportage, debate, documentaries or a humorous, satirical, dramatic or other artistic work.

Standards

7.1 Content that is likely to cause harm or offence must be justified by the editorial context.

7.2 Where content is likely to cause harm or offence, having regard to the context, make reasonable efforts to provide information about the nature of the content through the use of classification labels or other warnings or advice.

7.3 Ensure all domestic television programs – with the exception of news, current affairs and sporting events – are classified and scheduled for broadcast in accordance with the ABC's [Associated Standard on Television Program Classification](#).

7.4 If inadvertent or unexpected actions, audio or images in live content are likely to cause harm or offence, take appropriate steps to mitigate.

7.5 The reporting or depiction of violence, tragedy or trauma must be handled with extreme sensitivity. Avoid causing undue distress to victims, witnesses or bereaved relatives. Be sensitive to significant cultural practices when depicting or reporting on recently deceased persons.

7.6 Where there is editorial justification for content which may lead to dangerous imitation or exacerbate serious threats to individual or public health, safety or welfare, take appropriate steps to mitigate those risks, particularly by taking care with how content is expressed or presented.

7.7 Avoid the unjustified use of stereotypes or discriminatory content that could reasonably be interpreted as condoning or encouraging prejudice.

Issued: 11 April 2011, Revised 9 October 2014

8 Children and young people

Principles

The ABC aims to provide children and young people (under the age of 18) with enjoyable and enriching content, as well as opportunities for them to express themselves. Children and young people participate and interact with the ABC in various ways – as actors, presenters, interviewees, subjects, content makers and audience members.

The ABC has a responsibility to protect children and young people from potential harm that might arise during their engagement with the ABC and its content. The ABC shares this responsibility with parents/guardians and with the child or young person him/herself. In particular, the ABC recommends that parents/guardians supervise children and young people's access to content, their participation in interactive services, and their exposure to news and current affairs. It is not always possible to avoid presenting content that may be distressing to some audience members.

Standards

8.1 Take due care over the dignity and physical and emotional welfare of children and young people who are involved in making, participating in and presenting content produced or commissioned by the ABC.

8.2 Before significant participation of a child or young person in content produced or commissioned by the ABC, or in interactive services offered by the ABC, consider whether it is appropriate to obtain the consent of both the child/young person and the parent/guardian.

8.3 Adopt appropriate measures wherever practicable to enable children and young people, or those who supervise them, to manage risks associated with the child/young person's participation with, use of and exposure to ABC content and services designed for them.

8.4 Take particular care to minimise risks of exposure to unsuitable content or inappropriate contact by peers or strangers.

Issued: 11 April 2011

9 Public access and participation

Principles

The ABC provides opportunities for individuals and organisations to engage with the ABC, its audiences and each other consistent with the ABC's public service purposes to inform, entertain, educate and encourage and promote the arts.

Public access and participation can take many forms, for example: musicians and artists submit work for broadcast or online presentation; audience members question ABC presenters and their guests by phone or through online interactive services; organisers of concerts and other activities inform local communities through event diaries; political parties are granted broadcast time to convey their policies directly to the electorate; and community service announcements support charities and other activities in the public interest.

The ABC seeks both to draw audiences to the platforms it controls and to reach audiences using suitable services that third parties control. The ABC takes editorial responsibility in proportion to its control of the media environment in which it operates. The ABC expects those who participate also to exercise responsibility for what they can control.

In fostering engagement, the ABC seeks to maintain its independence and integrity, preserve trust and cultivate respect among participants. The ABC may establish conditions for participation with which participants are expected to comply, such as the ABC's Terms of Use relating to users' interactivity on abc.net.au. The ABC will exercise appropriate oversight over participants' contributions, for example through appropriate moderation of its interactive services.

The ABC does not require content generated and submitted by individuals and organisations to meet the standard of accuracy required of content generated by the ABC. However, where the ABC is satisfied that it is appropriate to do so, the ABC may decline to broadcast or publish, or may edit, remove, correct or clarify content generated by public participants that contains error or is otherwise false, misleading or harmful.

Individuals and organisations who generate and submit content are not required to be impartial. The ABC recognises that social and political activity, including robust debate, is a necessary and

desirable aspect of a healthy democratic community.

Standards

9.1 Free broadcast time or publication space may be provided to enable individuals or organisations to communicate directly with the ABC, the audience and each other, provided that:

- a** the content is broadcast or published as a public service;
- b** the content is relevant and suitable in the context in which it appears;
- c** the ABC maintains editorial control; and
- d** ABC independence and integrity are maintained.

9.2 Opportunities to participate must be administered fairly and respectfully.

9.3 Do not knowingly mislead audiences about the nature of the content.

9.4 Clearly distinguish content generated and submitted to the ABC from content produced, commissioned or acquired by the ABC.

9.5 Do not accept money or other benefit in exchange for broadcasting or publishing the content generated through public access and participation.

Issued 11 April 2011

10 Announcements about ABC programs and activities

Principles

The ABC is permitted by the ABC Act to publicise its programs, products, services, events and other activities. The ABC is conscious that its audiences value the ABC's role as a non-commercial broadcaster and its non-commercial style. To that end, the ABC will ensure that announcements about ABC activities are produced, scheduled and broadcast or published in a style consistent with the tone and approach of the ABC's various content strands. ABC program promotions should not misrepresent original content and should be scheduled so as to be consistent with the nature of the surrounding content.

Standards

10.1 Ensure program promotions and announcements about other ABC activities are produced, scheduled and broadcast or published in a style consistent with the tone and approach of the surrounding content and appropriately take into consideration the likely composition of the audience.

10.2 Program promotions must not misrepresent the content they promote.

10.3 Announcements about specific ABC commercial products, services or other activities may be broadcast or published provided that:

- a** the product, service or activity is directly related to ABC content or to content or services that bear an ABC logo or trademark;
- b** prior approval has been obtained from an appropriately senior person designated for the purpose within the Division(s) editorially responsible for the surrounding content or from the Managing Director;
- c** where the product, service or other activity involves sponsorship, any reference to the sponsor must be relevant to informing the audience and not simply a promotion of the sponsor; and

d the announcement is not broadcast or published within news content, content designed for preschool children, or any television program.

10.4 Generic announcements about ABC commercial products, services or other activities may be made provided that:

a prior approval has been obtained from an appropriately senior person designated for the purpose within the Division(s) editorially responsible for the surrounding content or from the Managing Director; and

b the announcement is not broadcast within news content, content designed for preschool children, or any television program.

10.5 Except where permitted by law, do not accept payment or other benefit to broadcast an announcement relating to any program, product, service or other activity which has been produced, published or otherwise created or made available by the ABC in association with an external organisation.

Issued: 11 April 2011

11 Advertising and sponsorship restrictions

Principles

The absence of advertisements and commercial sponsorship is one of the distinctive features of the ABC's domestic television and radio services. It has been reinforced by statute since the ABC was first established in 1932. The ABC is conscious that its audiences value the ABC's distinctive role and style as a non-commercial broadcaster.

The ABC Act was amended in 2013 to recognise the provision of "digital media services" by the ABC. These are non-broadcasting services provided by the ABC to deliver content using digital technology and include online, mobile and social media services. Equivalent restrictions on advertising and commercial sponsorship that apply to ABC broadcasts also apply to the ABC's digital media services.

The ABC is permitted by law to augment its public funding through advertising and sponsorship in relation to certain of its activities, for example its international television service. The ABC may also include advertisements in its commercial products and services where permitted under the ABC Act, for example in its print or related digital magazines.

The restriction on advertising or sponsorship for online content or services provided by the ABC is not intended to limit the ABC's ability to link, where editorially justified, from ABC sites to non-ABC sites which are supported by advertising or sponsorship, or to sites which are operated by the ABC's international television service or by ABC Commercial.

This is also not intended to limit the ABC's ability to establish official presences on advertising-supported sites or services where these are provided by a third party. The decision as to whether or in what form the ABC establishes such an official presence is an editorial one.

Where permissible advertising or sponsorship occurs, the ABC is committed to maintaining the audience members' trust in the honesty and integrity of what they see, hear and read.

Advertisements and sponsored content must be readily recognisable as such. Advertisers and sponsors must have no influence over editorial content or scheduling decisions. In all decisions relating to advertising and sponsorship, the ABC's independence and integrity are paramount.

Standards

11.1 Do not accept advertising or sponsorship in relation to content or services offered on:

- a** the ABC's domestic free-to-air television and its domestic and international radio services; or
- b** the ABC's online, mobile, social media or other digital media services other than as are associated with the ABC's international television service or as permitted under the ABC Act in respect of certain of ABC Commercial's activities.

11.2 Do not accept sponsorship for news content or content designed for preschool children.

11.3 Ensure advertising is not broadcast within news content or content designed for preschool children.

11.4 Ensure sponsored content is identified as such and in a manner that informs but does not promote.

11.5 References to a sponsor or a sponsor's product or service must not be a condition of the sponsorship arrangement. Any sponsorship reference must be editorially justified.

11.6 Ensure advertising is readily distinguishable from editorial content.

11.7 Product placement and other forms of embedded or surreptitious advertising are prohibited. In exceptional cases, the ABC may use content that already contains product placement provided:

- a** the ABC played no role in the commissioning or production of the content;
- b** the content has intrinsic editorial value;
- c** the product placement is not unduly frequent or unduly prominent; and
- d** the ABC's editorial independence and integrity are not undermined.

11.8 Do not enter into any advertising or sponsorship arrangement if it would be likely to undermine the ABC's independence and integrity or could be reasonably perceived to do so.

Issued: 11 April 2011

12 Commercial references

Principles

The ABC needs to be able to reflect the world as it is, and this involves referring appropriately to commercial organisations, products and services, while maintaining the ABC's editorial independence and integrity.

Standards

12.1 References to trade names, brand names, and logos may be made provided that:

- a the references are editorially relevant in the context; and
- b the ABC's editorial independence or integrity is not undermined.

12.2 Commercial references must not be unduly frequent or unduly prominent.

12.3 Take particular care to minimise commercial references in content designed for children.

12.4 Do not state or imply that the ABC endorses any commercial organisation, product or service.

Issued: 11 April 2011

13 External funding and relationships

Principles

The ABC relies on public funding from Parliament to fulfil its charter obligations and carry out its functions under the ABC Act. The ABC is permitted to supplement its public funding and work collaboratively with others to extend the variety and reach of content offered to the community. The ABC is permitted to accept direct external funding from public sources and enter into funding arrangements with bona fide producers and publishers of content.

The production of content by independent producers, including co-production arrangements, regularly involves funding from the public sector, bona fide industry funding sources and other permitted sources some of which the ABC may not be able to access directly. The ABC is also able to accept free or discounted products, services or facilities to support the creation of content where that does not undermine the ABC's independence and integrity.

External funding sources for ABC produced, commissioned or co-produced content must be scrutinised by the ABC to ensure the ABC's editorial independence and integrity are maintained. Contentiousness alone is not a reason to reject a proposal. The ABC Act requires innovative services of a high standard. The Editorial Policies require the ABC to present a diversity of perspectives over time on contentious matters. Innovation, high quality, diversity and contentiousness can travel together, so long as risks are properly managed.

In these Standards, "external partners" includes funders, producers, publishers and distributors.

Standards

13.1 Before the ABC enters into an arrangement for external funding or co-production of content, the arrangement must be scrutinised by an appropriately senior ABC person designated for the purpose who must reject the arrangement unless satisfied that the independence and integrity of the ABC are fully protected. Factors to consider include:

- a** whether the arrangement is permissible under the ABC Act;
- b** whether the content is something that the ABC would consider producing for broadcast or publication without external funding;

- c** the nature of the external partners' interest in the subject matter of the content and in broadcast or publication of the content by the ABC, and how that interest – whether it be political, commercial, sectional, personal or otherwise – is likely to be perceived;
- d** the extent to which the making, promotion or scheduling of the content will be influenced by any funder and how that influence is likely to be perceived;
- e** the reputations of the external partners, including where relevant whether they have editorial standards similar to the ABC's;
- f** the willingness of external partners to contract to comply with the Editorial Policies and to assist the ABC to comply;
- g** how the ABC will exercise an appropriate level of editorial control that is commensurate with the ABC's contribution and consistent with its obligations under the ABC Act and Editorial Policies; and
- h** the degree to which the subject matter or proposed treatment of the subject matter or scheduling of the content is likely to be contentious, and ways to manage that contentiousness consistent with obligations under the ABC Act and Editorial Policies.

13.2 A record of the reasons for acceptance or rejection of external funding proposals must be kept.

13.3 The sources of funds obtained by external partners must be disclosed to the ABC before an external funding or co-production arrangement is formalised.

13.4 Do not accept public funding from Commonwealth, State or Territory governments or their authorities for the production and broadcast or publication of content which is or appears to be party political.

13.5 Free or discounted products, services or facilities may be accepted to support the creation of content provided that:

- a** there is no obligation imposed on or accepted by the ABC to structure or present any matter with a particular editorial perspective;
- b** prior approval is obtained from an appropriately senior ABC person designated for the purpose;
- c** the independence and integrity of the ABC are fully protected; and
- d** accurate records are kept of what is accepted.

13.6 Any credits acknowledging creative, managerial and financial contributions must be editorially justified and not unduly prominent.

13.7 Ensure appropriate disclosure of any external funding arrangement, and any acceptance of free or discounted products, services or facilities, where the arrangement or acceptance, if it were not disclosed but later became public, may reasonably be perceived to distort the editorial content or otherwise undermine the ABC's independence or integrity.

Issued: 11 April 2011

Tab 2



Editorial Policies

Personal Use of Social Media Guidelines

The purpose of these Guidelines is to examine those areas where your personal use of social media may intersect with your professional life and to provide some information and direction on managing the risks that may arise.

[Personal Use of Social Media Guidelines](#)

Issued: 13 October 2013, Revised 26 March 2021

PERSONAL USE OF SOCIAL MEDIA GUIDELINES

Responsible:	People & Culture
Last Updated:	June 2023
Related Policy:	ABC Code of Conduct

PURPOSE OF THESE GUIDELINES

The ABC Code of Conduct requires Workers to be conscious of their responsibility to protect the ABC's reputation, independence, impartiality and integrity where personal use of social media may intersect with their professional life.

The vast majority of personal social media activity by ABC Workers is innocuous and has no bearing on their ABC work or the ABC's reputation. However, personal use of social media is not without risk. Misjudgements and indiscretions can have consequences for Workers and the ABC.

It is important to note that the ABC does not require or encourage Workers to be active on personal social media accounts as part of their employment. The ABC does not endorse the content of any personal social media by anyone associated with the ABC.

The purpose of the Personal Use of Social Media Guidelines (Guidelines) is to assist ABC Workers and managers to navigate the risks associated with personal use of social media and to take appropriate step to ensure compliance.

WHO THESE GUIDELINES APPLY TO

All ABC Workers defined as:

“Any person who carries out work in any capacity for the ABC, including work as: an employee; a contractor or subcontractor; an employee of a contractor or subcontractor; an employee of a labour hire company who has been assigned to work at the ABC; an outworker; an apprentice or trainee; a student gaining work experience; or a volunteer.”

“Social media” includes all social media and third-party platforms services that allow the creation, sharing and distribution of various types of media such as text, audio, images and video. Examples of social media include, but are not limited to, Facebook, YouTube, Twitter, Instagram, LinkedIn, Snapchat, TikTok and Mastodon.

The ABC is not responsible for Workers' personal use of messaging services and platforms like WhatsApp and Facebook Messenger.

USING PERSONAL ACCOUNTS FOR WORK PURPOSES

The ABC does not require or encourage Workers to use public facing personal social media accounts for work purposes (including to promote ABC content) and any such use of personal social media is at the Worker's own risk.

However, many journalists and content makers use social media platforms like Twitter to research stories and establish contacts. Be aware that using social media can often attract adverse responses from members of the public (e.g. online bullying and trolling). Advice and support are available and should be sought in the first instance by raising with your manager and/or with [People & Culture](#). It is important to take steps to remain safe and Cyber safety resources are available to help prepare for and respond to incidents or concerns, including trolling, harassment, and exposure to distressing content.

CONSEQUENCES OF BREACH

While the ABC does not control or endorse a Worker's use of personal social media if a Worker's social media content could reasonably be considered to breach the Guidelines outlined below, the ABC may:

- direct the Worker to delete that content;
- take disciplinary action against the Worker (including dismissal or cessation of engagement);
- exercise contractual remedies.

Workers should also be aware that if their conduct amounts to a breach of any law (such as defamation or vilification), action may be taken by the ABC, concerned third parties or law enforcement agencies. Workers will be personally liable in relation to any such claims or actions including all associated costs and damages.

PERSONAL SOCIAL MEDIA STANDARDS

For all ABC Workers personal use of social media is subject to the following standards:

- Do not damage the ABC's reputation for impartiality and independence.
- Do not undermine your effectiveness at work.
- Do not mix the professional and the personal in ways likely to bring the ABC into disrepute.
- Do not imply ABC endorsement of your personal views.
- Do not disclose confidential information obtained through work.
- Do not post or share ABC content on personal social media prior to it being published or distributed by the ABC.

OFFICIAL ACCOUNTS, PERSONAL ACCOUNTS AND EDITORIAL POLICIES

The ABC distinguishes between its official social media accounts and Workers' personal accounts. Content on official accounts is ABC content and it must adhere to the [Editorial Policies](#), just like ABC content on other platforms. Personal social media activity is not ABC content; it is not subject to the Editorial Policies and the ABC does not take editorial responsibility for it.

This means that if a complaint is received about content on a Worker's personal account, it will not be investigated as an editorial complaint or assessed against the Editorial Policies. Any issues related to personal use of social media will be managed by line managers, in consultation with People & Culture where required.

However, while personal social media activity is not required to adhere to the Editorial Policies, there are two key areas of the Editorial Policies which are nonetheless relevant to Workers' personal use of social media:

- (1) **Impartiality:** For many Workers, remaining impartial in the public eye is crucial to maintaining effectiveness in their ABC roles. A thoughtless post or tweet can instantly compromise this perception of impartiality. The Editorial Policies [guidance note on impartiality](#) is a useful resource.
- (2) **Independence and integrity:** Editorial Policy standard 1.4 states: "External activities of individuals undertaking work for the ABC must not undermine the independence and integrity of the ABC's editorial content." A Worker's personal social media activity can affect the independence and integrity of any ABC content.

APPLYING THE STANDARDS

A Worker's risk level is largely determined by their role with the ABC, whether they are involved in content making and their public profile and recognition as an ABC Worker.

Attached at schedule A are some examples of conduct likely to breach the Guidelines, illustrating some of the different risks across different roles to assist you in assessing your risk level and to apply the Guidelines.

IDENTIFYING YOURSELF

To ensure personal accounts are not mistaken for official ABC accounts, usernames/handles must not include 'ABC' or a program name or station callsign.

It is important to note that the Guidelines apply regardless of whether an account identifies an individual as an ABC Worker or not. If a pseudonym is used, or there is no mention of a connection to the ABC, adherence to the Guidelines is still expected.

ADVICE FOR ALL WORKERS

- Any publication or distribution of ABC content must be in accordance with these Guidelines.
- Regardless of privacy settings, it is sensible to assume that any information shared or opinions expressed on social media could potentially become public to a wide audience.
- Consider the picture painted by likes, shares, hashtags and who is followed. Any of these may seem innocuous in isolation but viewed in aggregate could risk breaching these Guidelines.
- If you identify yourself as working at the ABC on your social media account (e.g. in a bio) a greater obligation arises to ensure you do not breach the Guidelines.
- Consider privacy and that of colleagues and sources. For example, before posting a group photo, it is advisable to seek permission from those in the photo.

ADVICE FOR HIGH RISK WORKERS

Your profile and seniority determine if you are a high risk Worker. The higher your profile or seniority the greater the reputational damage to you and the ABC if you breach the Guidelines, and the more likely a breach will attract attention.

If you are a Worker with a high profile, such as a presenter or a journalist, you should assume you are a high risk worker.

High risk Workers should:

- Treat personal content with the same care as if being published or distributed on an ABC platform.
- Consider regular review or automated removal of historical posts on public facing social media. What may have been appropriate to say a decade ago could be seen in a different light now.
- Consider including a statement on each of their public-facing social media sites that the content published or shared reflects their own and not their employer's/ABC's views.
- Engage in debate in a respectful manner, avoiding abusive language.
- Avoid anything that could be construed as personal disapproval or personal support for policies and actions or inactions of public figures.
- Avoid engaging in advocacy on matters of contention.
- Where appropriate include a statement on each of their social media sites that the content published or shared reflects their own and not their ABC's views.

The ABC must ensure that its independence and integrity is maintained, and that news and information is accurate and impartial according to the recognised standards of objective journalism.

High risk Workers with a high profile must be particularly cautious when publishing any material using personal social media, because it has the potential to affect the perception of the ABC's independence, impartiality and integrity.

For the avoidance of doubt High risk Workers with a high profile are not required to use personal social media for any reason, including (without limitation) to:

- report news, events or other matters of public interest;
- provide commentary or opinion; or
- publish, provide links to, or promote, any ABC content.

This does not prevent High risk Workers using personal social media for the purposes of news and fact gathering (for example, engaging with sources), provided that in doing so High risk Workers do not breach the Guidelines.

OTHER RELEVANT PROCEDURES AND GUIDELINES

- ABC Code of Conduct
- ABC Cybersafety resources
- Social Media Hub

SCHEDULE 1

Examples of personal social media activity that would be in breach of the Guidelines and potentially other ABC policies or guidelines.

- political reporter expressing a strong personal opinion on a contentious issue of the day
- A local radio producer tweeting something derogatory about the local mayor.
- A Worker in People & Culture sharing confidential information about forthcoming redundancies.
- A high profile employee revealing publicly how they vote or expressing support for a political party.
- A procurement officer involved in a telecommunications tender, publicly criticising one of the telcos in the tender process about their shoddy home internet connection.
- An executive revealing confidential matters discussed at a strategy meeting.
- A website developer with the ABC logo in their bio tweeting that the ABC endorses a technology application.
- A radio presenter promoting a commercial product as part of a sponsored post arrangement or in exchange for receiving it for free.
- A children's presenter using coarse language or posting lewd material.
- A Worker using social media to abuse or vilify another Worker.

Tab 3

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

Both,

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

Can someone please look into it.

Thanks,

David

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

Dear Mr Anderson and the ABC Board

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

Yours

[REDACTED]

Begin forwarded message:

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

Dear Minister Rowland

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

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

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

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

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

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

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

Yours in hope

██████████

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

FYI

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

Dear Mr Anderson and the ABC board,

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

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

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

Please advise how you intend to handle this matter.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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

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

FYI

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

Dear Mr Anderson,

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

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

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

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

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

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

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

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

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

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

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

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

insensitive remarks and observations would be extremely upsetting to me.

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

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

Yours sincerely

[Redacted signature]

[Redacted signature]

[Redacted signature]

Tab 4

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, 18 December 2023 1:49 PM
To: Steve Ahern
Cc: Ben Latimer; Simon Melkman; Sashka Koloff
Subject: Antoinette Lattouf

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Thanks Steve

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Chief Content Officer



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Tab 5

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Monday, 18 December 2023 2:53 PM
To: Sashka Koloff; Steve Ahern; Chris Oliver-Taylor
Cc: Ben Latimer
Subject: RE: Antoinette Lattouf

Hi all,

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I understand the criticisms of Antoinette stem at least in part from her work on this story in Crikey last week: <https://www.crikey.com.au/2023/12/13/viral-footage-gas-the-jews-police-factcheckers-unverified/> [crikey.com.au], which was the subject of criticism on Sky News: <https://www.youtube.com/watch?v=zUcFeixzpl> [youtube.com], which Antoinette responded to on Instagram: https://www.instagram.com/antoinette_lattouf/reel/C03KPxbSZVg/ [instagram.com]. I note she's also a signatory to the recent [open letter](https://www.jotform.com) [form.jotform.com] from journalists to media outlets.

From what she said on-air this morning, she's only filling in on Mornings for a week.

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

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Question for Steve: is Antoinette likely to cover this subject (not the specific issue of the 'gas the Jews' chant at the Opera House, but the Israel-Gaza conflict more broadly) on Mornings this week?

Cheers
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Subject: Re: Antoinette Lattouf

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Tab 6

From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Monday, 18 December 2023 3:32 PM
To: Chris Oliver-Taylor
Cc: Ben Latimer; Simon Melkman; Sashka Koloff
Subject: Re: Antoinette Lattouf

Hi Chris,

Here are some details:

Selection of Antoinette Lattouf

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

Views on the Israel-Gaza War

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

On Air program

- Today's program did not contain any content about Israel-Gaza, a full rundown is attached below.
- The show followed the brief, to reflect Sydney in the first week of the school holidays, which is what she did very well last year in a light bright presentation style.

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

Rundown - Mornings with Antoinette Lattouf - Monday, December 18

8:32 What on earth is going on in Market Street CBD?

Rose Bolger ABC Sydney reporter/producer

8:35 Horror road death tolls on weekend, still time for demerit points relief

Tony Ibrahim, Sydney newsroom reporter

8:45 What kind of mozzie season can we expect?

Dr Cameron Webb, USYD

8:50 Human brain supercomputer fired up in Sydney

Professor André van Schaik, director of WSU's International Centre for Neuromorphic Systems.

9:05 2023 in Syd/NSW Politics

Max Maddison, SMH - STUDIO

9:25 SONG I'm Every Woman - Chaka Khan

9.35 Second-hand trauma and how to cope with disturbing news/images online

Arash Javanbakht, Director of Stress, Trauma, and Anxiety Research Clinic (STARC)

Wayne State University

9:45 SONG Moon and Back - Savage Garden

9:50 READ on road toll and demerits (inc. John Graham and Jenny Aitchison grabs)

10:07 Boycott/Buycotts - how do they work?

Erin O'Brien, QUT

10:20 Next Goal Wins (new Taika Waititi movie)

Actors Oscar Kightley and David Fane STUDIO

10.35 Best/Worst Christmas movies

Wenlei Ma, film and TV critic - STUDIO

Perceived position

- Some of the complaints received so far seem to be based more on audience perception, not content in the program. We see similar perceptions about other presenters on the network with Jewish backgrounds.
- A couple of the complaints say that she is "reporting on the Middle East situation." She is not doing so in this program and that is not the brief of the program she is presenting.
- The criticism is largely about the choice of presenter, not about the content within the program.

Please let me know if you need more information. I will continue to monitor the program.

Regards,
Steve



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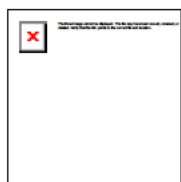
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Likewise, I will respond to the MDO now and explain that we have reviewed and expect her to continue on air this week and finish on Friday.

Thanks all for your thoughtful insights here, very much appreciated

C

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Also, the fact that her recent work for Crikey has been the subject of criticism on Sky News doesn't automatically mean the criticism is justified or that the work itself was problematic. And it was clearly journalistic work (on a contentious subject) rather than commentary or opinion, which I think is relevant in determining whether it has any bearing on her (again, temporary) ABC role.

Question for Steve: is Antoinette likely to cover this subject (not the specific issue of the 'gas the Jews' chant at the Opera House, but the Israel-Gaza conflict more broadly) on Mornings this week?

Cheers
Simon

From: Sashka Koloff <Koloff.Sashka@abc.net.au>
Sent: Monday, December 18, 2023 1:55 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>

Cc: Ben Latimer <Latimer.Ben@abc.net.au>; Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette Lattouf

Thanks, Chris.

Happy to assist. I know Antoinette quite well. If you can share substance of the complaints, might give a better sense of the concerns raised.

Thanks

Sashka

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

From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Monday, December 18, 2023 1:51:05 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Ben Latimer <Latimer.Ben@abc.net.au>; Simon Melkman <Melkman.Simon@abc.net.au>; Sashka Koloff <Koloff.Sashka@abc.net.au>
Subject: Re: Antoinette Lattouf

Thanks Chris,

I will get on to this immediately and let you know.

Steve



Steve Ahern
A/Head ABC Capital City Radio Network


E ahern.steve@abc.net.au
W <https://www.abc.net.au/listen/radio/abc.net.au>

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, 18 December 2023 1:49 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>
Cc: Ben Latimer <Latimer.Ben@abc.net.au>; Simon Melkman <Melkman.Simon@abc.net.au>; Sashka Koloff <Koloff.Sashka@abc.net.au>
Subject: Antoinette Lattouf

Hi Steve,

I have been forwarded a number of complaints this morning from the MD's office about Antoinette Lattouf and her position on the Israel/Gaza war. You may need to seek Simon Melkman or Sashka's advice here, but can we ensure that Antoinette is not and has not been posting anything that would suggest she is not impartial, I am concerned her public views may mean that she is in conflict with our own editorial policies, but Simon and Sashka would be able to advise. Can we also advise why we selected Antoinette as stand in host?

I am not suggesting we make any changes at this time, but the perceived or actual lack of impartiality of her views are concerning.

Thanks Steve

C



Chris Oliver-Taylor
Chief Content Officer



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

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

Tab 10

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

Hi David, cc Justin for Viz.

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

Selection of Antoinette Lattouf

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

Views on the Israel-Gaza War

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

On Air program

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

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

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

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

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

Best wishes

Chris

Tab 11

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, 18 December 2023 8:51 PM
To: Steve Ahern; Ben Latimer
Cc: Simon Melkman
Subject: Antoinette
Attachments: PHOTO-2023-12-18-20-47-11.heic

Team, MDO just sent me this. I think we have a problem
C

Chris Oliver-Taylor
Chief Content Officer
ABC

7:00

61



ANTOINETTE_LATTOUF
Posts

Follow



Orna Mazor769

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

Reply



Antoinette Lattouf · Creator

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

Reply



951 likes

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

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12 November



Tab 12

From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Monday, 18 December 2023 8:57 PM
To: Chris Oliver-Taylor; Ben Latimer
Cc: Simon Melkman
Subject: Re: Antoinette

Thanks Chris.

Does she need to come off air? If so, it can be done, but may be disruptive if done tomorrow.

Steve

Steve Ahern
Manager, ABC Radio Sydney


E ahern.steve@abc.net.au
W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 8:50:33 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Antoinette

Team, MDO just sent me this. I think we have a problem

C

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, 18 December 2023 9:01 PM
To: Steve Ahern; Ben Latimer
Cc: Simon Melkman
Subject: Re: Antoinette

Not tomorrow. Can you work with Simon and assess what is going on? Suspect very hard for her to stay on air to the end of this week if her tweets are correct. But let's cautiously review.

Chris Oliver-Taylor
Chief Content Officer
ABC


From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Monday, December 18, 2023 8:57:22 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

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Steve

Steve Ahern
Manager, ABC Radio Sydney



E ahern.steve@abc.net.au
W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 8:50:33 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Antoinette

Team, MDO just sent me this. I think we have a problem
C

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Monday, 18 December 2023 9:15 PM
To: Chris Oliver-Taylor; Ben Latimer
Cc: Simon Melkman
Subject: Re: Antoinette

Ok. I will check it out further tomorrow.
Steve

Steve Ahern
Manager, ABC Radio Sydney


E ahern.steve@abc.net.au
W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 9:00:30 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

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Chief Content Officer
ABC

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Subject: Re: Antoinette

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Steve Ahern
Manager, ABC Radio Sydney



E ahern.steve@abc.net.au
W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 8:50:33 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Antoinette

Team, MDO just sent me this. I think we have a problem
C

Chris Oliver-Taylor
Chief Content Officer
ABC

Tab 13

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Monday, 18 December 2023 11:00 PM
To: Steve Ahern; Chris Oliver-Taylor; Ben Latimer
Subject: RE: Antoinette

Happy to chat in the morning Steve.

At this stage I'd advise caution. A single screenshot taken out of the context of the full post (and even that post, taken out of the context of her full account) can be easily misconstrued. The full post (from November 12) is here: https://www.instagram.com/p/CzhW_YcSjCu/?igshid=MzRIODBiNWFIZA== [instagram.com]. It's a series of nine screenshots of Antoinette's responses to abhorrent, abusive or stupid comments people had made on some of her other posts. She titled it 'RESPONDING TO FAN MAIL ABOUT GAZA'. From seeing the full post it's reasonably apparent that she was sharing tongue-in-cheek / humorous retorts – i.e. she's collated what she regards as her 'best comebacks' to the sort of trolls or nonsense comments she evidently receives. I've put the post into one image so you can see it in full:

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

RESPONDING TO FAN MAIL ABOUT GAZA

1/70

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

Marty Isaac
personally. I would be happy once gaza is nuked
22h Reply

Antoinette Lattouf · Creator
Marty I am thrilled to report that you're one step close to being truly happy. Yay! Gaza is being annihilated hourly. Soon your wish will come true
1s ago Reply

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

yonkele
You support Hamas abd hate abd animal behavior. You are so sick. Who pays you to lie and promote hatred.
10h Reply

Antoinette Lattouf · Creator
Hummus manufacturers pay me and so do chickpea farmers
1s ago Reply

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

The Bean Of The Mung
Darling the truth of the matter is that this is a propaganda war. No one knows the truth. Only comment if you are there to see it for yourself 🤪
7m Reply

Antoinette Lattouf · Creator
Darling, you should only comment if you're there yourself. Darling darl honey bun
1s ago Reply

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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politicians and media commentators L... 201 more

Pete
So do you give a fuck about the millions, yes the millions killed in the past decade in the Middle East by other Muslims. Or you only have crocodile
2h Reply

Antoinette Lattouf · Creator
Pete. Love your profile pic! Honestly, you're right. We should just kill all the Palestinians and complete the genocide

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

user93184219728
Don't like it , go back there
23h Reply

Antoinette Lattouf · Creator
Great suggestion. It's just that Israel controls who goes in and out (kind of like with water and food). Reckon there are Gaza contiki tours I can do?
4m Reply

Antoinette Lattouf · Antoinette Lattouf
I would love a pub crawl tour but instead visiting all the bombed hospitals. That would be so great to take selfies with. (That and all the corpses)
1s ago Reply

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

Frankie tan
can u talk to my gov ,
1d Reply

Antoinette Lattouf · Creator
Sure, but do they use WhatsApp? I'm too tight to make an international phone call.
1s ago Reply

First Time.?

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

Chandrika Nair
1948 is history 7th Oct is current.
18h Reply

Antoinette Lattouf · Creator
Yes. Let's shred all calendars + recycle modern history textbooks = we can pretend nothing happened before Oct 7. We love to recycle! Yay environment
1s ago Reply

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

Orna Mazor769
After the massacre of 1500 Israelis and the kidnapping of 240 hostages. Do you expect Israel to keep quiet?
4h Reply

Antoinette Lattouf · Creator
Hell no! They should finish off the ethnic cleansing job they started. Then move on the West Bank. Kill and annex. Then same with Lebanon and Jordan
1s ago Reply

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

aces313
100% pretty good,, I like
8h Reply

Antoinette Lattouf · Creator
Thank you. All my life I have aspired to be "pretty good". Now that I've done it, I can retire.
2s ago Reply

Mr h985

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

View all 107 comments

mattabbottphoto So good 🍌

yumichild Hummus manufacturers and chickpea farmers thank you for your service

While it's not the sort of thing I would want a prominent current/ongoing presenter to post – because it treats such a serious subject with levity, and has the potential to be misunderstood – it doesn't strike me as egregious enough to warrant pulling her off air. It's consistent with her outspoken but humorous approach on Instagram – her fans/followers would have understood the comments weren't meant to be taken seriously. I'm also mindful that this is such a short-term engagement (which limits the extent to which listeners would regard her as a representative of the ABC, especially in social media activity predating her week on air) and this is a post from more than five weeks ago, well before her on-air role began.

The other factor to consider is the risk of jumping the gun or overreacting to this. Given that Antoinette is quite outspoken (e.g. via her work with Media Diversity Australia), and clearly has strong views on the current conflict and the Australian media's coverage of it (hence her decision to sign the open letter), I think there's a high chance that if the ABC was to cut her presenting role short because of this Instagram post – a post which she would presumably argue was entirely defensible, and not reflective of offensive views etc. – she would make it a very big (and very public) issue. I'm not suggesting our decisions as to how to manage people's personal social media activity should be driven by fear of them criticising any disciplinary action we might take, but I do think it's worth treading carefully in a case like this, on an issue like this, and being mindful of how things might play out.

One last point – in the event that you're inclined to pursue disciplinary action and cut her contract short (which, for the reasons mentioned above, I don't think would be warranted), it would be worth looping in P&C. There's an established process for this, which involves formally investigating and giving the person procedural fairness etc. (to be honest I'm not sure how much of that process is needed when someone is on such a short-term contract, but P&C can advise).

Cheers
Simon

From: Steve Ahern Ahern.Steve@abc.net.au
Sent: Monday, December 18, 2023 9:15 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Ok. I will check it out further tomorrow.
Steve

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 9:00:30 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

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Chief Content Officer
ABC

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Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Thanks Chris.

Does she need to come off air? If so, it can be done, but may be disruptive if done tomorrow.

Steve

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 8:50:33 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Antoinette

Team, MDO just sent me this. I think we have a problem
C

Chris Oliver-Taylor
Chief Content Officer
ABC

Tab 14

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, 18 December 2023 11:03 PM
To: Simon Melkman; Steve Ahern; Ben Latimer
Subject: Re: Antoinette

Thanks Simon, as ever, thoughtful and considerate advice. Let's carefully think things through Steve. I just need to ensure the MD is across our thinking tomorrow.

C

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Monday, December 18, 2023 11:00:18 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Subject: RE: Antoinette

Happy to chat in the morning Steve.

At this stage I'd advise caution. A single screenshot taken out of the context of the full post (and even that post, taken out of the context of her full account) can be easily misconstrued. The full post (from November 12) is here: https://www.instagram.com/p/CzhW_YcSjCu/?igshid=MzRIODBiNWFIZA== [instagram.com]. It's a series of nine screenshots of Antoinette's responses to abhorrent, abusive or stupid comments people had made on some of her other posts. She titled it 'RESPONDING TO FAN MAIL ABOUT GAZA'. From seeing the full post it's reasonably apparent that she was sharing tongue-in-cheek / humorous retorts – i.e. she's collated what she regards as her 'best comebacks' to the sort of trolls or nonsense comments she evidently receives. I've put the post into one image so you can see it in full:

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

RESPONDING TO FAN MAIL ABOUT GAZA

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

Marty Isaac personally. I would be happy once gaza is nuked

22h Reply

Antoinette Lattouf - Creator
Marty I am thrilled to report that you're one step close to being truly happy. Yay! Gaza is being annihilated hourly. Soon your wish will come true

1s ago Reply

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

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yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

yonkele You support Hamas abd abd animal behavior. You are so sick. Who pays you to lie and promote hatred.

10h Reply

Antoinette Lattouf - Creator
Hummus manufacturers pay me and so do chickpea farmers

1s ago Reply

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

View all 107 comments

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yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

The Bean Of The Mung Darling the truth of the matter is that this is a propaganda war. No one knows the truth. Only comment if you are there to see it for yourself 🤪

7h Reply

Antoinette Lattouf - Creator
Darling, you should only comment if you're there yourself. Darling darl honey bun

1s ago Reply

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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antoinette_lattouf

politicians and media commentators L... 22h more

Pete So do you give a fuck about the millions, yes the millions killed in the past decade in the Middle East by other Muslims. Or you only have crocodile

2h Reply

Antoinette Lattouf - Creator
Pete. Love your profile pic! Honestly, you're right. We should just kill all the Palestinians and complete the genocide

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

user93186219728 Don't like it, go back there

22h Reply

Antoinette Lattouf - Creator
Great suggestion. It's just that israel controls who goes in and out (kind of like with water and food). Reckon there are Gaza contiki tours I can do?

4h Reply

Antoinette Lattouf → Antoinette Lattouf
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1s ago Reply

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Chandrika Nair 1948 is history 7th Oct is current.

18h Reply

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1s ago Reply

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ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

Orna Mazor769 After the massacre of 1500 Israelis and the kidnapping of 240 hostages. Do you expect Israel to keep quiet?

4h Reply

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

1s ago Reply

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

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antoinette_lattouf

aces313 100% pretty good,, I like

5h Reply

Antoinette Lattouf - Creator
Thank you. All my life I have aspired to be "pretty good". Now that I've done it, I can retire.

2s ago Reply

Mr h985

Liked by erinnicholson22 and others
antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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Steve

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Manager, ABC Radio Sydney

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■ [REDACTED]

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Chief Content Officer
ABC

Tab 15

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Chief Content Officer
ABC

Tab 16

From: Ben Latimer
Sent: Tuesday, 19 December 2023 6:53 AM
To: Steve Ahern; Chris Oliver-Taylor; Simon Melkman; Sara-Jane King
Subject: Re: Antoinette

Hi Steve,
Let's you, Simon and I chat once we get ratings out the way this morning.
Thanks,
Ben

Ben Latimer
Head of Audio Content
ABC

From: Steve Ahern <Ahern.Steve@abc.net.au>
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Error! Filename not specified.

■ [REDACTED]

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ABC

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Sent: Monday, December 18, 2023 8:57:22 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Thanks Chris.

Does she need to come off air? If so, it can be done, but may be disruptive if done tomorrow.

Steve

Steve Ahern

Manager, ABC Radio Sydney



E ahern.steve@abc.net.au

W abc.net.au/sydney

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 8:50:33 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Antoinette

Team, MDO just sent me this. I think we have a problem
C

Chris Oliver-Taylor
Chief Content Officer
ABC

Tab 17

The screenshot shows a Microsoft Teams chat window. At the top, there is a search bar with the text "Search (Ctrl+E)". Below the search bar, the meeting title "Simon Ben Steve meeting" is displayed, followed by navigation tabs: "Chat", "Files", "Details", "Recap", "Meeting Whiteboard", "Q&A", and a plus sign. On the right side of the header, there are "Join" and "Close" buttons, along with a small icon of a person with a checkmark. The main chat area contains three messages:

- Unknown User added Ben Latimer and Simon Melkman to the chat.
- Unknown User named the meeting Simon Ben Steve meeting.
- 19/12/2023 10:48 am Meeting ended: **18m 42s**

At the bottom of the chat window, there is a text input field with the placeholder text "Type a message" and a toolbar with icons for text formatting, emojis, mentions, attachments, and a send button.

Tab 18

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Tuesday, 19 December 2023 11:10 AM
To: Steve Ahern; Ben Latimer
Cc: Chris Oliver-Taylor
Subject: RE: Antoinette

Hi both,

Good to chat just now. As discussed:

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

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

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

There are key differences between this case and the Josh Szeps case. We haven't been inconsistent in our treatment of them (e.g. by pulling one presenter for expressing views on the Israel-Gaza war and allowing another presenter to remain on air after doing the same thing). From what you explained, Josh was pulled from air because he undertook non-ABC activity (appearing on Sky News) without ABC permission (despite knowing it's something the ABC would have declined, had he sought permission). It wasn't specifically because he expressed views on the Israel-Gaza war. Antoinette, on the other hand, has done nothing (as far as we've seen) that would be in breach of her contract or relevant ABC guidelines.

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

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

Happy to provide any further advice on this if required.

Cheers
Simon

From: Steve Ahern <Ahern.Steve@abc.net.au>

Sent: Tuesday, December 19, 2023 7:07 AM

To: Ben Latimer <Latimer.Ben@abc.net.au>; Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Simon Melkman <Melkman.Simon@abc.net.au>; Sara-Jane King <King.Sara-Jane@abc.net.au>

Subject: Re: Antoinette

Ok
S

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Ben Latimer <Latimer.Ben@abc.net.au>

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Subject: Re: Antoinette

Hi Steve,
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Head of Audio Content
ABC

From: Steve Ahern <Ahern.Steve@abc.net.au>

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Subject: Re: Antoinette

Thanks Chris and Simon.

Will await further advice.

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Steve Ahern

Manager, ABC Radio Sydney

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■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

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Subject: Re: Antoinette

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Chief Content Officer
ABC

From: Simon Melkman <Melkman.Simon@abc.net.au>

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Subject: RE: Antoinette

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At this stage I'd advise caution. A single screenshot taken out of the context of the full post (and even that post, taken out of the context of her full account) can be easily misconstrued. The full post (from November 12) is here: https://www.instagram.com/p/CzhW_YcSjCu/?igshid=MzRIODBiNWFIZA== [instagram.com]. It's a series of nine screenshots of Antoinette's responses to abhorrent, abusive or stupid comments people had made on some of her other posts. She titled it 'RESPONDING TO FAN MAIL ABOUT GAZA'. From seeing the full post it's reasonably apparent that she was sharing tongue-in-cheek / humorous retorts – i.e. she's collated what she regards as her 'best comebacks' to the sort of trolls or nonsense comments she evidently receives. I've put the post into one image so you can see it in full:

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

1/10

RESPONDING TO FAN MAIL ABOUT GAZA

Liked by erinnicholson22 and others antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

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antoinette_lattouf

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ANTOINETTE_LATTOUF Posts

antoinette_lattouf

yonkele You support Hamas abd hate abd animal You are so sick. Who pays you to lie and hatred. 10h Reply

Antoinette Lattouf · Creator Hummus manufacturers pay me and chickpea farmers 1s ago Reply

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First Time.?

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antoinette_lattouf

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mattabbottphoto So good 🔥

yumichild Hummus manufacturers and chickpea farmers thank you for your service

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The other factor to consider is the risk of jumping the gun or overreacting to this. Given that Antoinette is quite outspoken (e.g. via her work with Media Diversity Australia), and clearly has strong views on the current conflict and the Australian media's coverage of it (hence her decision to sign the open letter), I think there's a high chance that if the ABC was to cut her presenting role short because of this Instagram post – a post which she would presumably argue was entirely defensible, and not reflective of offensive views etc. – she would make it a very big (and very public) issue. I'm not suggesting our decisions as to how to manage people's personal social media activity should be driven by fear of them criticising any disciplinary action we might take, but I do think it's worth treading carefully in a case like this, on an issue like this, and being mindful of how things might play out.

One last point – in the event that you're inclined to pursue disciplinary action and cut her contract short (which, for the reasons mentioned above, I don't think would be warranted), it would be worth looping in P&C. There's an established process for this, which involves formally investigating and giving the person procedural fairness etc. (to be honest I'm not sure how much of that process is needed when someone is on such a short-term contract, but P&C can advise).

Cheers
Simon

From: Steve Ahern Ahern.Steve@abc.net.au
Sent: Monday, December 18, 2023 9:15 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Ok. I will check it out further tomorrow.
Steve

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 9:00:30 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Not tomorrow. Can you work with Simon and assess what is going on? Suspect very hard for her to stay on air to the end of this week if her tweets are correct. But let's cautiously review.

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Monday, December 18, 2023 8:57:22 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

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Chris Oliver-Taylor
Chief Content Officer
ABC

Tab 19

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 11:15 AM
To: Simon Melkman; Steve Ahern; Ben Latimer
Subject: RE: Antoinette

Thanks all, I think this makes sense to me. Steve, will leave it with you to take whatever proactive action you and the Sydney team think appropriate to manage and assist Antoinette. I will pass on this note, copy Simon to the MD as our position at this time. He may well hold a different view and we will need to pivot. But I think the advice provided below is sage and appropriate.

C

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Tuesday, December 19, 2023 11:10 AM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: RE: Antoinette

Hi both,

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Manager, ABC Radio Sydney

■ [REDACTED]

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Steve Ahern

Manager, ABC Radio Sydney

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■ [REDACTED]

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antoinette_lattouf

1/10

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ANTOINETTE_LATTOUF Posts

antoinette_lattouf

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Cheers
Simon

From: Steve Ahern Ahern.Steve@abc.net.au
Sent: Monday, December 18, 2023 9:15 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Ok. I will check it out further tomorrow.
Steve

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 9:00:30 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Not tomorrow. Can you work with Simon and assess what is going on? Suspect very hard for her to stay on air to the end of this week if her tweets are correct. But let's cautiously review.

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Monday, December 18, 2023 8:57:22 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Thanks Chris.

Does she need to come off air? If so, it can be done, but may be disruptive if done tomorrow.

Steve

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 8:50:33 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Antoinette

Team, MDO just sent me this. I think we have a problem
C

Chris Oliver-Taylor
Chief Content Officer
ABC

Tab 20

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

David,

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

Simon's advice which I support.

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

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

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

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

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

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

C

Tab 21

From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Tuesday, 19 December 2023 1:16 PM
To: Simon Melkman; Ben Latimer
Cc: Chris Oliver-Taylor
Subject: Re: Antoinette

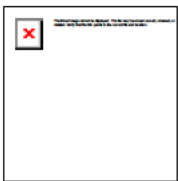
Hi Ben,

You asked for dot points from me, but Simon's excellent analysis covers everything we talked about, so there's nothing else to add.

I can confirm that our Content Director Elizabeth has reiterated to Antoinette the importance of not talking about Israel-Gaza in her shows this week. She has also suggested that Antoinette may be wise not to post anything on her socials this week.

Elizabeth has also spoken to the production team to be particularly vigilant about using the dump button if needed.

Steve



Steve Ahern
A/Head ABC Capital City Radio Network

M [REDACTED]
E ahern.steve@abc.net.au
W <https://www.abc.net.au/listen/radio>
[\[abc.net.au\]](https://www.abc.net.au)

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Tuesday, 19 December 2023 11:09 AM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: RE: Antoinette

Hi both,

Good to chat just now. As discussed:

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

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

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

There are key differences between this case and the Josh Szeps case. We haven't been inconsistent in our treatment of them (e.g. by pulling one presenter for expressing views on the Israel-Gaza war and allowing another presenter to remain on air after doing the same thing). From what you explained, Josh was pulled from air because he undertook non-ABC activity (appearing on Sky News) without ABC permission (despite knowing it's something the ABC would have declined, had he sought permission). It wasn't specifically because he expressed views on the Israel-Gaza war. Antoinette, on the other hand, has done nothing (as far as we've seen) that would be in breach of her contract or relevant ABC guidelines.

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

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

Happy to provide any further advice on this if required.

Cheers
Simon

From: Steve Ahern <Ahern.Steve@abc.net.au>
Sent: Tuesday, December 19, 2023 7:07 AM
To: Ben Latimer <Latimer.Ben@abc.net.au>; Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Simon Melkman <Melkman.Simon@abc.net.au>; Sara-Jane King <King.Sara-Jane@abc.net.au>
Subject: Re: Antoinette

Ok
S

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

From: Ben Latimer <Latimer.Ben@abc.net.au>
Sent: Tuesday, December 19, 2023 6:53:02 AM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Simon Melkman <Melkman.Simon@abc.net.au>; Sara-Jane King <King.Sara-Jane@abc.net.au>
Subject: Re: Antoinette

Hi Steve,
Let's you, Simon and I chat once we get ratings out the way this morning.
Thanks,
Ben

Ben Latimer
Head of Audio Content
ABC

From: Steve Ahern <Ahern.Steve@abc.net.au>
Date: Tuesday, 19 December 2023 at 6:48 am
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>, Simon Melkman <Melkman.Simon@abc.net.au>, Ben Latimer <Latimer.Ben@abc.net.au>
Subject: Re: Antoinette

Thanks Chris and Simon.

Will await further advice.

Steve

Steve Ahern

Manager, ABC Radio Sydney

Error! Filename not specified.

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 11:03:27 PM
To: Simon Melkman <Melkman.Simon@abc.net.au>; Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Subject: Re: Antoinette

Thanks Simon, as ever, thoughtful and considerate advice. Let's carefully think things through Steve. I just need to ensure the MD is across our thinking tomorrow.

C

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Simon Melkman <Melkman.Simon@abc.net.au>

Sent: Monday, December 18, 2023 11:00:18 PM

To: Steve Ahern <Ahern.Steve@abc.net.au>; Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>

Subject: RE: Antoinette

Happy to chat in the morning Steve.

At this stage I'd advise caution. A single screenshot taken out of the context of the full post (and even that post, taken out of the context of her full account) can be easily misconstrued. The full post (from November 12) is here: https://www.instagram.com/p/CzhW_YcSjCu/?igshid=MzRIODBiNWFIZA== [instagram.com]. It's a series of nine screenshots of Antoinette's responses to abhorrent, abusive or stupid comments people had made on some of her other posts. She titled it 'RESPONDING TO FAN MAIL ABOUT GAZA'. From seeing the full post it's reasonably apparent that she was sharing tongue-in-cheek / humorous retorts – i.e. she's collated what she regards as her 'best comebacks' to the sort of trolls or nonsense comments she evidently receives. I've put the post into one image so you can see it in full:

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

1/10

RESPONDING TO FAN MAIL ABOUT GAZA

Liked by erinnicholson22 and others antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

View all 107 comments

mattabbottphoto So good 🔥

yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

Marty Isaac personally. I would be happy once gaza is nuked 22h Reply

Antoinette Lattouf · Creator Marty I am thrilled to report that you're one step close to being truly happy. Yay! Gaza is being annihilated hourly. Soon your wish will come true 1s ago Reply

Liked by erinnicholson22 and others antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

View all 107 comments

mattabbottphoto So good 🔥

yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts

antoinette_lattouf

yonkele You support Hamas abd hate abd animal You are so sick. Who pays you to lie and hatred. 10h Reply

Antoinette Lattouf · Creator Hummus manufacturers pay me and chickpea farmers 1s ago Reply

Liked by erinnicholson22 and others antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️

View all 107 comments

mattabbottphoto So good 🔥

yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

user93186219728 Don't like it , go back there 25h Reply

Antoinette Lattouf · Creator Great suggestion. It's just that Israel controls who goes in and out (kind of like with water and food). Reckon there are Gaza contiki tours I can do? 4m Reply

Antoinette Lattouf · Antoinette Lattouf I would love a pub crawl tour but instead visiting all the bombed hospitals. That would be so great to take selfies with. (That and all the corpses) 1s ago Reply

Liked by erinnicholson22 and others antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

View all 107 comments

mattabbottphoto So good 🔥

yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts Follow

antoinette_lattouf

Frankie tan can u talk to my gov , 1d Reply

Antoinette Lattouf · Creator Sure, but do they use WhatsApp? I'm too tight to make an international phone call. 1s ago Reply

First Time.?

Liked by erinnicholson22 and others antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️❤️

View all 107 comments

mattabbottphoto So good 🔥

yumichild Hummus manufacturers and chickpea farmers thank you for your service

ANTOINETTE_LATTOUF Posts

antoinette_lattouf

Chandrika Nair 1948 is history 7th Oct is current. 18h Reply

Antoinette Lattouf · Creator Yes. Let's shred all calendars + re-modern history textbooks = we can't do anything happened before Oct 7. We recycle! Yay environment 1s ago Reply

Liked by erinnicholson22 and others antoinette_lattouf Swipe. The best part of my job are the fans. I do this — all of this — for you guys. ❤️❤️

View all 107 comments

mattabbottphoto So good 🔥

yumichild Hummus manufacturers and chickpea farmers thank you for your service

While it's not the sort of thing I would want a prominent current/ongoing presenter to post – because it treats such a serious subject with levity, and has the potential to be misunderstood – it doesn't strike me as egregious enough to warrant pulling her off air. It's consistent with her outspoken but humorous approach on Instagram – her fans/followers would have understood the comments weren't meant to be taken seriously. I'm also mindful that this is such a short-term engagement (which limits the extent to which listeners would regard her as a representative of the ABC, especially in social media activity predating her week on air) and this is a post from more than five weeks ago, well before her on-air role began.

The other factor to consider is the risk of jumping the gun or overreacting to this. Given that Antoinette is quite outspoken (e.g. via her work with Media Diversity Australia), and clearly has strong views on the current conflict and the Australian media's coverage of it (hence her decision to sign the open letter), I think there's a high chance that if the ABC was to cut her presenting role short because of this Instagram post – a post which she would presumably argue was entirely defensible, and not reflective of offensive views etc. – she would make it a very big (and very public) issue. I'm not suggesting our decisions as to how to manage people's personal social media activity should be driven by fear of them criticising any disciplinary action we might take, but I do think it's worth treading carefully in a case like this, on an issue like this, and being mindful of how things might play out.

One last point – in the event that you're inclined to pursue disciplinary action and cut her contract short (which, for the reasons mentioned above, I don't think would be warranted), it would be worth looping in P&C. There's an established process for this, which involves formally investigating and giving the person procedural fairness etc. (to be honest I'm not sure how much of that process is needed when someone is on such a short-term contract, but P&C can advise).

Cheers
Simon

From: Steve Ahern Ahern.Steve@abc.net.au
Sent: Monday, December 18, 2023 9:15 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Ok. I will check it out further tomorrow.
Steve

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 9:00:30 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Not tomorrow. Can you work with Simon and assess what is going on? Suspect very hard for her to stay on air to the end of this week if her tweets are correct. But let's cautiously review.

Chris Oliver-Taylor
Chief Content Officer
ABC

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Sent: Monday, December 18, 2023 8:57:22 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Antoinette

Thanks Chris.

Does she need to come off air? If so, it can be done, but may be disruptive if done tomorrow.

Steve

Steve Ahern

Manager, ABC Radio Sydney

■ [REDACTED]

■ [REDACTED]

E ahern.steve@abc.net.au

W abc.net.au/sydney [abc.net.au]

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Monday, December 18, 2023 8:50:33 PM
To: Steve Ahern <Ahern.Steve@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Antoinette

Team, MDO just sent me this. I think we have a problem
C

Chris Oliver-Taylor
Chief Content Officer
ABC

Tab 22

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 3:45 PM
To: Simon Melkman
Cc: Ben Latimer
Subject: FW: Antoinette Latouff Emails / Chair's Office
Attachments: concern Antionette Lattouf ABC Radio Sydney Mornings; Ms Latouff Call To Action; Ms Latauff ; Antoinette Lattouff - morning ABC Sydney show; Ms Latouff denies claims re antisemitic protest; New appointment ; Complaint about appropriateness of Antoinette Lattouf to host morning ABC Sydney Radio show; Complaint regarding the choice of Antoinette Lattouf as the Morning announcer host on ABC Sydney; Antoinette Lattouf in breach of ABC code of practice; Antoinette Lattouff; Re Message sent via ministerial website - ABC - your copy of details [SEC=UNOFFICIAL]; IABC breach of Code of Practice - Lattouff; Lattouff; Concerns Regarding Antoinette Lattouff's Presence on ABC radio Sydney; Antoinette Lattouff. ; Message sent via ministerial website - ABC radio host Antoinette Latouf is not fit for the role - your copy of details [SEC=UNOFFICIAL]; ABC breach of code; Fwd ABC's antisemitic presenter Antoinette Lattouf is not a fit person to present on the ABC ; Antoinette Lattouff; Radio 702 Sydney; Concerns about Antoinette Lattouff; ABC bias...again; Antoinette Lattouf is not impartial]; ABC bias - Antoinette Lattouff ; Re Complaint about Antoinette Latouff.; Why is anti-Israel advocate hosting ABC show; Antoinette Lattouff; Complaint about Antoinette Latouff.; Fwd ABC - Antoinette Lattouf

Hi Simon,

You may have seen these letters of complaint. Many of them make claim that by engaging Ms Latouff, the ABC is in breach of clause 4 of the Code of Practice, calling into question the ABC's impartiality. I am not sure if this is correct, but clearly this is a hugely complex matter. Should the three of us get together this afternoon to discuss?

C

From: Lauren Stokes <Stokes.Lauren@abc.net.au>
Sent: Tuesday, December 19, 2023 3:28 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Vanessa Murray <Murray.Vanessa@abc.net.au>; Managing Director's Office <managingdirectorsoffice@abc.net.au>
Subject: Antoinette Latouff Emails / Chair's Office

Dear Chris

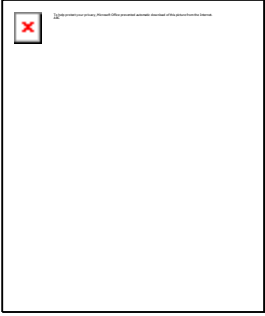
The Chair/Board has received several email complaints regarding Antoinette Latouff. After a discussion between Ita and David we've been advised to forward these emails to you - please find them attached.

A brief acknowledgement email has been sent to each of the attached emails from the Chair's Office.

Thank you Chris

Kind regards
Lauren

Lauren Stokes
Executive Assistant to the Chair



M: [REDACTED]
E: Stokes.Lauren@abc.net.au

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

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

From: [REDACTED]
Sent: Tuesday, 19 December 2023 12:09 AM
To: David N Anderson - Managing Director; Board; Minister.rowland@mo.communications.gov.au
Subject: Complaint about appropriateness of Antoinette Lattouf to host: morning ABC Sydney Radio show

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Michelle Rowland, David Anderson, ABC Board

I'm seeking your leadership with regards to Ms Lattouf's presence on the ABC Sydney Radio show. Clause 4 of the ABC code of Practice is to be impartial. It is central to your promise to Australians and as evidence of this, the word "impartial" appears 10 times in your Code of Practice. Employing Ms Antoinette Lattouf is in breach of this important promise. I ask that you employ a different person who is genuinely impartial for this important role.

Ms Lattouf is not impartial on the war in the Middle East. Ms Lattouf's views on the war feature in her social media and/or opinion pieces each day. A viewer or reader is left with zero doubt as to her views, which are firmly Pro-Hamas and/or Pro-Palestinian. Someone who is impartial, is likely to choose to speak to broader interests to the Australian people and spend equal time and emphasis presenting all points of view. I worry that employing Ms Lattouf on ABC Radio risks it becoming akin to a propaganda arm of the Pro-Hamas Terrorist Group. Ms Lattouf's views are her subjective opinion which support her family background. It isn't appropriate for her to be presenting her "opinion" as "fact" when it is clearly one-sided.

Her first topic for discussion on the radio is Israel boycotts and how effective they are.

She has also signed the letter below to support ethical reporting on Israel and Palestine which was signed by over 3000 journalists, which proves she is not impartial.

[https://urldefense.com/v3/__https://form.jotform.com/233177455020046__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbdmz_dZY\\$](https://urldefense.com/v3/__https://form.jotform.com/233177455020046__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbdmz_dZY$)

This is a snippet of recent social media and opinion pieces from Ms Lattouf which clearly demonstrate her firm opinion and bias towards Palestinians.

Trivialization of a conflict, calling Israel cray cray, etc

[https://urldefense.com/v3/__https://www.instagram.com/reel/C0xN56byzSl/?igshid=NzBmMjdhZWRiYQ==__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbCopoUK0\\$](https://urldefense.com/v3/__https://www.instagram.com/reel/C0xN56byzSl/?igshid=NzBmMjdhZWRiYQ==__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbCopoUK0$)

Inferring that the "Gas the Jews" footage from the Opera House was doctored by Jews:

[https://urldefense.com/v3/__https://www.instagram.com/reel/C0xmvJcSPtM/?igshid=NzBmMjdhZWRiYQ==__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbS-L3Oyg\\$](https://urldefense.com/v3/__https://www.instagram.com/reel/C0xmvJcSPtM/?igshid=NzBmMjdhZWRiYQ==__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbS-L3Oyg$)

Ms Lattouf's post is still live, despite the raw footage being shared / available as per this Sky News link.

[https://urldefense.com/v3/__https://www.skynews.com.au/opinion/sharri-markson/left-continues-to-deny-antisemitism-being-promoted-at-propalestine-protests/video/8b9b8ca78832cedd5808d87a373b9139__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbMnmutOo\\$](https://urldefense.com/v3/__https://www.skynews.com.au/opinion/sharri-markson/left-continues-to-deny-antisemitism-being-promoted-at-propalestine-protests/video/8b9b8ca78832cedd5808d87a373b9139__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbMnmutOo$)

[https://urldefense.com/v3/__https://www.instagram.com/reel/C0yDH9Py_eO/?igshid=NzBmMjdhZWRiYQ==__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGb_UNylwA\\$](https://urldefense.com/v3/__https://www.instagram.com/reel/C0yDH9Py_eO/?igshid=NzBmMjdhZWRiYQ==__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGb_UNylwA$)

Post promoting the crikey article on Lattouf's Instagram:

[https://urldefense.com/v3/__https://www.instagram.com/p/C00Ct9HSOk-/?igshid=NzBmMjdhZWRiYQ==__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbOW04rRs\\$](https://urldefense.com/v3/__https://www.instagram.com/p/C00Ct9HSOk-/?igshid=NzBmMjdhZWRiYQ==__;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbOW04rRs$)

Link concerning the coauthor's views implying Israel isn't a legitimate state:

[https://urldefense.com/v3/___https://www.instagram.com/p/Czf4_7YrjYp/?igshid=NzBmMjdhZWRiYQ==___;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbw-dTye!\\$](https://urldefense.com/v3/___https://www.instagram.com/p/Czf4_7YrjYp/?igshid=NzBmMjdhZWRiYQ==___;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbw-dTye!$)

Response to sky news article debunking Lattouf, Wilson, and the Palestinian Action Group's claims:

[https://urldefense.com/v3/___https://www.instagram.com/reel/C03KPxbSZVg/?igshid=NzBmMjdhZWRiYQ==___;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbKRyRcC8\\$](https://urldefense.com/v3/___https://www.instagram.com/reel/C03KPxbSZVg/?igshid=NzBmMjdhZWRiYQ==___;!!FvZmfVE!E5zeFHRtlk7Z0f8PI8FTT4sCvN2TiJEN8AYOvRYAh2BHK6vxXhUq9FuLug_zGgTjhbOe1gZDTH-YOhX53cy_MUGbKRyRcC8$)

The ABC ombudsman has already issued a report regarding Miss Kannina, who was sacked from triple J regarding her anti Israel comments. The report cites the following "ABC standards require that all news and information is presented with due impartiality and takes into consideration the nature of the content, likely audience expectations and the contentiousness of the subject matter".

Thank you for your anticipated reflection, fairness and leadership.

Sincerely

A large black rectangular redaction box covering the signature area.

From: [REDACTED]
Sent: Tuesday, 19 December 2023 12:05 PM
To: Board
Subject: concern Antionette Lattouf ABC Radio Sydney Mornings

Att: ABC BOARD

I am writing to bring to your attention a matter of deep concern regarding the impartiality and adherence to the ABC code of practice by Ms. Latouff, the current host of the ABC Sydney Morning show.

It has come to my attention that Ms. Latouff's recent actions have raised serious questions about her impartiality, as outlined in Clause 4 of the ABC code of practice. I would like to highlight the following issues:

1. Ms. Latouff co-authored an article titled "Viral footage showed protesters chanting 'Gas the Jews'. Nobody can verify it" (Crikey, Dec 13 2023), which also featured on her socials and has been widely shared. The article casts unreasonable doubt on the validity of antisemitic rhetoric, "Gas the Jews", "Fuck the Jews" witnessed at the Opera House on October 8. The intent behind the article was to provide a false and skewed narrative according to Ms. Latouff's personal views on the War and particularly Jewish people, contributing to the alarming rise in antisemitism, which has surged by over 700% since October 7.
2. Ms. Latouff's endorsement of the MEAA Open Letter raises concerns about her impartiality in reporting on conflicts.
3. The role of an ABC host, who leads and adds commentary to news stories, demands a basic level of impartiality and adherence to the ABC codes. Ms. Latouff's actions, as outlined above, call into question her ability to meet these standards.
4. As a taxpayer-funded public broadcasting company, the ABC has a vital responsibility to maintain the highest standards of journalism. The current situation, with Ms. Latouff continuing to host prime time TV, constitutes a clear breach of this obligation.

I urgently request a comprehensive explanation of the steps the ABC plans to take to rectify this situation and restore the credibility of its reporting. Australians deserve accurate, unbiased information, and it is crucial that swift and decisive action be taken to address this issue. I anticipate your prompt attention to this matter and a thorough investigation into the concerning conduct of Ms. Latouff. At a time when journalism needs to be at its strongest, it is imperative that the ABC upholds its commitment to journalistic integrity.

Sincerely,

[REDACTED]



From: [REDACTED]
Sent: Tuesday, 19 December 2023 9:48 AM
To: Board
Subject: Ms Latouff: Call To Action

Follow Up Flag: Follow up
Flag Status: Flagged

Dear ABC Board Members,

Ms. Latouff's recent actions online have raised serious questions about her impartiality, as outlined in Clause 4 of the ABC code of practice. I would like to highlight the following issues:

Ms. Latouff co-authored an article titled "Viral footage showed protesters chanting 'Gas the Jews'. Nobody can verify it" (Crikey, Dec 13 2023), which also featured on her socials and has been widely shared. The article casts unreasonable doubt on the validity of antisemitic rhetoric, "Gas the Jews", "Fuck the Jews" witnessed at the Opera House on October 8.

Unfortunately, the intent behind the article was to provide a false and skewed narrative according to Ms. Latouff's personal views on the War and particularly Jewish people. This type of rhetoric contributes to the alarming rise in antisemitism, which has surged by over 700% since October 7.

Ms. Latouff's endorsement of the MEAA Open Letter raises serious concerns about her impartiality in reporting on conflicts.

The role of an ABC host, who leads and adds commentary to news stories, demands a basic level of impartiality and adherence to the ABC codes. Ms. Latouff's actions, as outlined above, clearly call into question her ability to meet these standards.

As a taxpayer-funded public broadcasting company, the ABC has a vital responsibility to maintain the highest standards of journalism. The current situation, with Ms. Latouff continuing to host prime time TV, constitutes a clear breach of this obligation.

I urgently request a comprehensive explanation of the steps the ABC plans to take to rectify this situation and restore the credibility of its reporting. Australians deserve accurate, unbiased information, and it is crucial that swift and decisive action be taken to address this issue.

Please provide prompt attention to this serious matter and follow through with a thorough investigation into the concerning conduct of Ms. Latouff .

At a time when journalism needs to be at its strongest, it is imperative that the ABC upholds its commitment to journalistic integrity, as well as helping to ensure impartiality and the best practice is maintained.

Sincerely,

[REDACTED]

From: [REDACTED]
Sent: Tuesday, 19 December 2023 8:46 AM
To: Board
Subject: Ms Latauff

Follow Up Flag: Follow up
Flag Status: Flagged

To the board of the ABC

You are task with the job of providing Fair honest, unbiased reporting

With an exceptionally substantial budget of Tax Payer funds the ABC should be an outstanding and exemplary institution delivering the news.

Sadly, there are areas where bias and one-sided views against particularly the Jewish population occur.

One example which you can put a stop to and rectify is Ms Latouff as the current host of ABC Sydney morning show.

Please remove her from the show altogether

Ms Latouff was a co-author of The recent article from 13 December, where effectively using your platform, she calls into question significant antisemitic statements made at the Sydney Opera House saying they were not said.

She has breached your code of practice under clause 4.

She has shown on multiple occasions, her bias and anti-Semitic views.

Please, at the very least, remove her from hosting The Morning Show, and after reviewing, this might end with you sacking her for breaching the journalistic code of conduct, and your own code of practice.

There should be no place on the ABC for one sided views.

Please see a letter below From [REDACTED] stating a similar case

Thank you

[REDACTED]

Dear Mr.Anderson

I am writing to bring to your attention a matter of deep concern regarding the impartiality and adherence to the ABC code of practice by Ms. Latouff, the current host of the ABC Sydney Morning show.

It has come to my attention that Ms. Latouff's recent actions have raised serious questions about her impartiality, as outlined in Clause 4 of the ABC code of practice. I would like to highlight the following issues:

Ms. Latouff co-authored an article titled "Viral footage showed protesters chanting 'Gas the Jews'. Nobody can verify it" (Crikey, Dec 13 2023), which also featured on her socials and has been widely shared. The article casts unreasonable doubt on the validity of antisemitic rhetoric, "Gas the Jews", "Fuck the Jews" witnessed at the Opera House on October 8. The intent behind the article was to provide a false and skewed narrative according to Ms. Latouff's personal views on the War and particularly Jewish people, contributing to the alarming rise in antisemitism, which has surged by over 700% since October 7.

Ms. Latouff's endorsement of the MEAA Open Letter raises concerns about her impartiality in reporting on conflicts. The role of an ABC host, who leads and adds commentary to news stories, demands a basic level of impartiality and adherence to the ABC codes. Ms. Latouff's actions, as outlined above, call into question her ability to meet these standards.

As a taxpayer-funded public broadcasting company, the ABC has a vital responsibility to maintain the highest standards of journalism. The current situation, with Ms. Latouff continuing to host prime time TV, constitutes a clear breach of this obligation.

I urgently request a comprehensive explanation of the steps the ABC plans to take to rectify this situation and restore the credibility of its reporting. Australians deserve accurate, unbiased information, and it is crucial that swift and decisive action be taken to address this issue.

I anticipate your prompt attention to this matter and a thorough investigation into the concerning conduct of Ms. Latouff. At a time when journalism needs to be at its strongest, it is imperative that the ABC upholds its commitment to journalistic integrity.

Sincerely,



Sent from my iPhone

From: [REDACTED]
Sent: Tuesday, 19 December 2023 7:20 AM
To: Minister.rowland@mo.communications.gov.au
Cc: David N Anderson - Managing Director; Board
Subject: Antoinette Lattouff - morning ABC Sydney show

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Minister Rowland, David Anderson and esteemed ABC Board members,

I am wiring to you regarding Antoinette Lattouff is supposedly unbiased and impartial on the morning ABC Sydney Show.

Antoinette is not impartial on the war in the Middle East and what are the consequences for her stating that “gas the Jews” at the Sydney Opera House was a lie, when it had been proven that this was said.

Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this clause.

I would appreciate a response.

Thank you.

[REDACTED]

From: [REDACTED]
Sent: Tuesday, 19 December 2023 7:11 AM
To: Board; David N Anderson - Managing Director
Subject: Ms Latouff denies claims re antisemitic protest

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Mr.Anderson

I am writing to bring to your attention a matter of deep concern regarding the impartiality and adherence to the ABC code of practice by Ms. Latouff, the current host of the ABC Sydney Morning show. It has come to my attention that Ms. Latouff's recent actions have raised serious questions about her impartiality, as outlined in Clause 4 of the ABC code of practice. I would like to highlight the following issues: Ms. Latouff co-authored an article titled "Viral footage showed protesters chanting 'Gas the Jews'. Nobody can verify it" (Crikey, Dec 13 2023), which also featured on her socials and has been widely shared. The article casts unreasonable doubt on the validity of antisemitic rhetoric, "Gas the Jews", "Fuck the Jews" witnessed at the Opera House on October 8. The intent behind the article was to provide a false and skewed narrative according to Ms. Latouff's personal views on the War and particularly Jewish people, contributing to the alarming rise in antisemitism, which has surged by over 700% since October 7. Ms. Latouff's endorsement of the MEAA Open Letter raises concerns about her impartiality in reporting on conflicts. The role of an ABC host, who leads and adds commentary to news stories, demands a basic level of impartiality and adherence to the ABC codes. Ms. Latouff's actions, as outlined above, call into question her ability to meet these standards. As a taxpayer-funded public broadcasting company, the ABC has a vital responsibility to maintain the highest standards of journalism. The current situation, with Ms. Latouff continuing to host prime time TV, constitutes a clear breach of this obligation. I urgently request a comprehensive explanation of the steps the ABC plans to take to rectify this situation and restore the credibility of its reporting. Australians deserve accurate, unbiased information, and it is crucial that swift and decisive action be taken to address this issue. I anticipate your prompt attention to this matter and a thorough investigation into the concerning conduct of Ms. Latouff. At a time when journalism needs to be at its strongest, it is imperative that the ABC upholds its commitment to journalistic integrity.

Thanks

[REDACTED]

From: [REDACTED]
Sent: Tuesday, 19 December 2023 7:02 AM
To: Board
Subject: New appointment

Follow Up Flag: Follow up
Flag Status: Flagged

To the Board of the ABC

I am writing to bring to your attention a matter of deep concern regarding the impartiality and adherence to the ABC code of practice by Ms. Latouff, the current host of the ABC Sydney Morning show.

It has come to my attention that Ms. Latouff's recent actions have raised serious questions about her impartiality, as outlined in Clause 4 of the ABC code of practice. I would like to highlight the following issues:

Ms. Latouff co-authored an article titled "Viral footage showed protesters chanting 'Gas the Jews'. Nobody can verify it" (Crikey, Dec 13 2023), which also featured on her socials and has been widely shared. The article casts unreasonable doubt on the validity of antisemitic rhetoric, "Gas the Jews", "Fuck the Jews" witnessed at the Opera House on October 8. The intent behind the article was to provide a false and skewed narrative according to Ms. Latouff's personal views on the War and particularly Jewish people, contributing to the alarming rise in antisemitism, which has surged by over 700% since October 7.

Ms. Latouff's endorsement of the MEAA Open Letter raises concerns about her impartiality in reporting on conflicts. The role of an ABC host, who leads and adds commentary to news stories, demands a basic level of impartiality and adherence to the ABC codes. Ms. Latouff's actions, as outlined above, call into question her ability to meet these standards.

As a taxpayer-funded public broadcasting company, the ABC has a vital responsibility to maintain the highest standards of journalism. The current situation, with Ms. Latouff continuing to host prime time TV, constitutes a clear breach of this obligation.

I urgently request a comprehensive explanation of the steps the ABC plans to take to rectify this situation and restore the credibility of its reporting. Australians deserve accurate, unbiased information, and it is crucial that swift and decisive action be taken to address this issue.

I anticipate your prompt attention to this matter and a thorough investigation into the concerning conduct of Ms. Latouff. At a time when journalism needs to be at its strongest, it is imperative that the ABC upholds its commitment to journalistic integrity.

Sincerely,

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 12:51 PM
To: Board; David N Anderson - Managing Director
Subject: Concerns about Antoinette Lattouf

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Mr Anderson and the ABC Board

I am writing with concerns regarding Antoinette Lattouf hosting the morning ABC Sydney show.

Antoinette is not impartial on the war in the Middle East and her content on Instagram is blatantly antisemitic and hateful. One example is her stating that "gas the Jews" at the Sydney Opera House was a lie. This was filmed and widely shared.

Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this clause.

The ABC is a national broadcaster and should represent ALL Australians and not some. Allowing such an overt antisemite to have such a prominent broadcasting role should not be allowed. Whatever she says in private is a direct reflection on the values of the ABC and Annette does not represent the Australian values of multiculturalism and tolerance.

The ABC needs to take action and remove Antoinette Lattouf from all hosting and journalism duties.

Regards

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 12:50 PM
To: Board
Subject: ABC bias...again

Follow Up Flag: Follow up
Flag Status: Flagged

Dear ABC board,

My family has lived peacefully in Australia as Jews for nine generations and we are currently experiencing the worst anti-semitism in Australia in my family's history.

I am writing to ask you to take action regarding Antoinette Lattouf who is hosting the morning ABC Sydney show.

Of course today's discussion is on boycotts. Why is it that when one discusses boycotts the focus is on Israel? Where is the outrage at Syria, China, Sudan, Yemen...?

Antoinette is not impartial on the war in the Middle East. What are the consequences for her stating that "gas the Jews" at the Sydney Opera House was a lie? She is the last person who should be hosting this show at such a heated time when she has so obviously shown her true colors.

Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this clause.

I ask that you immediately take action and find presenters who are not inflammatory, unbiased and contribute in a positive way.

Yours Sincerely,

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 12:43 PM
To: Board
Subject: ABC bias - Antoinette Lattouf

Follow Up Flag: Follow up
Flag Status: Flagged

I write to ask how Antoinette Lattouf is permitted to be hosting the morning ABC Sydney show.

Antoinette is not impartial on the war in the Middle East. She has repeatedly shown her bias. I am wondering what the consequences are for her stating that "gas the Jews" at the Sydney Opera House was a lie.

Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this clause.

Given the staggering increase in antisemitism in Australia since October 7, continuing to provide this clearly bad faith actor (seeking to discredit and minimise the Jewish community's lived experience of such antisemitism) is repugnant and in breach of the ABC code of conduct.

I have written to Minister Rowlands and ABC Managing director David Anderson, asking the same questions.

I await your reply as to the action you are taking

Sincerely

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 12:40 PM
To: David N Anderson - Managing Director
Cc: Board
Subject: Complaint about Antoinette Latouff.

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Mr Anderson and all those it concerns,

I am writing to communicate my extreme disappointment in seeing that Antoinette Latouff is hosting the abc morning show.

Antoinette has recently made videos and written articles bringing into question whether 'gas the Jews' was changed at the Sydney opera house.

This incident at The Opera House was an embarrassment to Australia and has been verified by eye witnesses and video proof. Antoinette's claims were highly irresponsible and caused great distress for me personally. As the granddaughter of Holocaust survivors I am not exaggerating when I say how much pain it caused me.

It was a gift to those who are falling for the antisemitic trope of Jews being liars. Unfortunately; at a time of such rise in antisemitism it caused many to jump at the chance to hurl antisemitic abuse. For me personally, I could not sleep the night her article and video came out and she has not retracted it since proof has come out - even though the coauthor of Antoinette's article has made corrections on X (formerly Twitter). Since then, abc radio has latched on to this skepticism and questioned Deborah Conway in her interview about whether 'gas the Jews' was in fact said.

Clause 4 of the ABC code is to be impartial and Antoinette is clearly not impartial regarding the Israel/gaza war. She is not impartial and she has brought her journalistic integrity into disrepute.

Please ensure that ABC does not give her the platform.

Thank you.

From: [REDACTED]
Sent: Monday, 18 December 2023 12:41 PM
To: David N Anderson - Managing Director
Cc: Board
Subject: Re: Complaint about Antoinette Latouff.

Follow Up Flag: Follow up
Flag Status: Flagged

Excuse I forgot to put my name at the end of the letter.

Signed,
[REDACTED]

On Mon, 18 Dec 2023 at 12:39, [REDACTED] wrote:

Dear Mr Anderson and all those it concerns,

I am writing to communicate my extreme disappointment in seeing that Antoinette Latouff is hosting the abc morning show.

Antoinette has recently made videos and written articles bringing into question whether 'gas the Jews' was changed at the Sydney opera house.

This incident at The Opera House was an embarrassment to Australia and has been verified by eye witnesses and video proof. Antoinette's claims were highly irresponsible and caused great distress for me personally. As the granddaughter of Holocaust survivors I am not exaggerating when I say how much pain it caused me.

It was a gift to those who are falling for the antisemitic trope of Jews being liars. Unfortunately; at a time of such rise in antisemitism it caused many to jump at the chance to hurl antisemitic abuse. For me personally, I could not sleep the night her article and video came out and she has not retracted it since proof has come out - even though the coauthor of Antoinette's article has made corrections on X (formerly Twitter). Since then, abc radio has latched on to this skepticism and questioned Deborah Conway in her interview about whether 'gas the Jews' was in fact said.

Clause 4 of the ABC code is to be impartial and Antoinette is clearly not impartial regarding the Israel/gaza war. She is not impartial and she has brought her journalistic integrity into disrepute.

Please ensure that ABC does not give her the platform.

Thank you.

From: [REDACTED]
Sent: Monday, 18 December 2023 12:40 PM
To: Minister.rowland@mo.communications.gov.au
Cc: Board; David N Anderson - Managing Director; Ombudsman's Office
Subject: Why is anti-Israel advocate hosting ABC show?

Follow Up Flag: Follow up
Flag Status: Flagged

How is it possible that Antoinette Latouff is hosting a show on the ABC in Sydney? She is chief proponent of the lie that an egregious act of anti-Semitism ("gas the Jews" chants of October 8) did not actually take place. It's basically having a Holocaust Denier employed as a host on our national broadcaster!

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

Both,

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

Can someone please look into it.

Thanks,

David

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

Dear Mr Anderson and the ABC Board

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

Yours

[REDACTED]

Begin forwarded message:

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

Dear Minister Rowland

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

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

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

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

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

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

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

Yours in hope

██████████

From: [REDACTED]
Sent: Monday, 18 December 2023 10:23 PM
To: Board
Subject: Complaint regarding the choice of Antoinette Lattouf as the Morning announcer/
host on ABC Sydney

Follow Up Flag: Follow up
Flag Status: Flagged

To the attention of the Board of the ABC,

I have written to the Minister for Communications, Minister Rowland about the above matter.

My email reads:

Dear Minister Rowland,

As you are the minister in charge of Communications, I wanted to lodge a formal complaint about the ABC, our national broadcaster, and more specifically ABC Sydney radio's decision to employ Antoinette Lattouf to host the Morning program.

Ms Lattouf is widely known for her stance on the Middle East and she is not impartial. She has been known to say that the chanting of 'Gas the Jews' at the Opera House never occurred.

I understand that Clause 4 of the ABC Code of Practice states that employees should be impartial and employing Ms Latouff is a breach of this clause.

Can you please explain how the decision was made to employ Ms Lattouf?

I await your response to the above.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 9:34 PM
To: David N Anderson - Managing Director; Board
Subject: Antoinette Lattouf in breach of ABC code of practice

Follow Up Flag: Follow up
Flag Status: Flagged

To David Anderson and
The ABC Board,

How can Antoinette Lattouf be appropriate to host the morning ABC Sydney show?

She has publicly proven to be anti-semitic and indirectly but clearly inciting violence and a call for the extermination of Jews by supporting the Muslim celebration of the killing and torture of Israelis and the brutal rapes of Israeli women. Besides signing that "letter", she openly supports Muslim extremism.

To say the least, Antoinette is not "impartial" on the war in the Middle East and publicly stated that "gas the Jews" at the Sydney Opera House was a lie.

As you well know there are witnesses and evidence that this occurred and she is denying this publicly.

This is very dangerous. This is like denying the holocaust ever happened on the ABC.

What are the consequences of her public denial of this and her aggressive Anti-Semitic approach?

Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this clause.

Regards,

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 9:20 PM
To: Board
Subject: Antoinette Lattouf

Follow Up Flag: Follow up
Flag Status: Flagged

To whom it may concern

Im writing to express my concern and real disappointment that Antoinette Lattouf has said that “gas the jews and kill the jews” was never said on the Opera House steps on October 8th. She is meant to be an investigative journalist yet she is a proposing that true facts never happened. There are eyewitnesses and recordings of the chants yet she is manipulating the narrative. A journalist who can distort facts is dangerous and unprofessional. I believe her bias is undermining the integrity of the ABC’s credibility.

Claus 4 of the ABC code of practice is to be impartial and employing Ms Lattouf is a breach of this. Further by making her a tv host will no doubt give her a platform to more freely twist the truth and manipulate the conversation to spread her hateful agenda. People with ethics such as Ms Lattouf are the most dangerous to honest society. I humbly request she is removed from being a host of an ABC morning show.

Yours sincerely

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 9:06 PM
To: minister.rowland@mo.communications.gov.au
Cc: David N Anderson - Managing Director; Board
Subject: Re: Message sent via ministerial website - ABC - your copy of details [SEC=UNOFFICIAL]

Follow Up Flag: Follow up
Flag Status: Flagged

On 18 Dec 2023, at 9:03 pm, ministerinfrastructure.noreply@govcms.gov.au wrote:

Submitted on Mon, 2023-12-18 21:03

Subject
ABC

Message

How is Antoinette Lattouf still hosting the morning ABC Sydney show?

Antoinette is not impartial on the war in the Middle East and what are the consequences for her stating that “gas the Jews” at the Sydney Opera House was a lie.

CC

1. ABC Ombudsman
<https://www.abc.net.au/contact/complain.htm> [abc.net.au]
2. David Anderson, Managing Director of the ABC david.anderson@abc.net.au
3. ABC Board board@your.abc.net.au

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 8:30 PM
To: Board
Subject: IABC breach of Code of Practice - Lattouf
Attachments: image_123650291.JPG

Follow Up Flag: Follow up
Flag Status: Flagged

Dear ABC Board,

I would like to understand how Ms Lattouf is the correspondent for the ABC for reporting on the Middle East.

The ABC has a statutory duty to ensure that the gathering and presentation of news and information is impartial according to the recognised standards of objective journalism.

ABC Editorial Policy Standard 4.1 notes that there is a requirement to "Gather and present news and information with due impartiality."

Ms Lattouf is known for her anti-Israel stance. For example, she recently authored an article in Crikey questioning the legitimacy of the "gas the Jews" chants heard at the Sydney Opera House protest on October 8

<https://www.crikey.com.au/2023/12/13/viral-footage-gas-the-jews-police-factcheckers-unverified/>

There have now been 4 statutory declarations by independent witnesses (some of whom are not part of the Jewish community) attesting to these chants being heard at the Opera House.

Ms Lattouf's attached tweet on 25 November 2023 reads "We need a PERMANENT ceasefire and to address the ROOT of the problem - unlawful occupation of Palestine." She clearly believes Israel's "occupation" of Gaza, is the cause of the current conflict. I note that Israel withdrew from Gaza in 2005.

As outlined above, the ABC's Editorial Standards require impartiality. A broadcaster operating under statute with public funds is legitimately expected to contribute in ways that may differ from commercial media, which are free to be partial to private interests.

Ms Lattouf is clearly not impartial on Israel. The ABC is in breach of its own policies by allowing her to continue to report on the Israel-Gaza conflict.

Please advise how you will immediately stop the ABC's partial reporting on the Israel-Gaza conflict and hold Management to account for this egregious breach of the ABC's Editorial standards.

Sincerely,
[REDACTED]



Log in

Sign up



Antoinette Lattouf

@antoinette_news

Follow



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

10:09 PM · Nov 25, 2023 · 7,651 Views

34 Reposts

2 Quotes

175 Likes

1 Bookmark



From: [REDACTED]
Sent: Monday, 18 December 2023 7:41 PM
To: Board
Subject: Lattouf

Follow Up Flag: Follow up
Flag Status: Flagged

Why are you allowing a blatant anti semite like Ms Lattouf host your morning show!!
Is it wrong of so many levels!
Shame on ABC again!!!

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 7:36 PM
To: David N Anderson - Managing Director; Board
Subject: Concerns Regarding Antoinette Lattouf's Presence on ABC radio Sydney

Follow Up Flag: Follow up
Flag Status: Flagged

Dear David Anderson and ABC board,

I am writing to express my deep concern about the presence of Antoinette Lattouf on the ABC. This is federal government radio and it is my belief that her views, particularly those related to the Middle East conflict, are not impartial and thus not in the best interests of the general community in Sydney.

I am troubled by Ms. Lattouf's bias as evidenced by her stance on opposing the authenticity of the "gas the Jews" chants at the Sydney Opera House. Her actions, in my opinion, contribute to a rewriting of history that is not only inaccurate but also harmful.

I kindly request that you thoroughly investigate this matter and consider the potential impact of Ms. Lattouf's antisemitic views on the public discourse. It is crucial that government-funded platforms prioritize impartiality and accuracy to serve the diverse community they represent.

Thank you for your attention to this matter.

Sincerely,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 7:33 PM
To: Board
Subject: Antoinette Lattouf.

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Board Member,
Mr Anderson,

how is it that Antoinette Lattouf is hosting the morning ABC Sydney show?

Antoinette is not impartial on the war in the Middle East. And what are the consequences for her stating that "gas the Jews" at the Sydney Opera House was a lie?

Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this clause.

Yours faithfully,
[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 4:54 PM
To: David N Anderson - Managing Director; Board
Subject: Message sent via ministerial website - ABC radio host Antoinette Latouf is not fit for the role - your copy of details [SEC=UNOFFICIAL]

Follow Up Flag: Follow up
Flag Status: Flagged

Subject
ABC radio host Antoinette Latouf is not fit for the role

Message
I am a regular listener to ABC radio but am appalled to hear today the voice of Antoinette Latouf. Some fact checking by yourselves will show she is absolutely inappropriate to represent ABC having recently concocted a story that “the Jews” doctored the tapes from the Opera House pro Palestinian/ anti Israel/ Anti Jew rally claiming the words “ gas the Jews” were never uttered. She has failed to take this back after being proven wrong.
Are you wanting an Anti Semite, conspiracy theorist representing yourselves- it is a BREACH of your own charter. Fire her!

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 4:11 PM
To: Board
Subject: ABC breach of code

Follow Up Flag: Follow up
Flag Status: Flagged

Antoinette Lattouf is a biased host of the morning ABC Sydney show and she foments division and rancour within our community.

Antoinette has a record: she is not impartial on Middle East issues and antisemitism. She denies reports of chants of "gas the Jews" at the Sydney Opera House, despite direct video evidence and the testimony of several primary witnesses who attended the event.

Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this clause.

Copied to

1. Michelle Rowland, Minister for Communication
2. ABC MD
3. ABC Board

[REDACTED]

From: [REDACTED]
Sent: Monday, 18 December 2023 4:05 PM
To: Board
Subject: Fwd: ABC's antisemitic presenter Antoinette Lattouf is not a fit person to present on the ABC

Follow Up Flag: Follow up
Flag Status: Flagged

To the board of the ABC,
The ABC should not stoke promote, justify or support the spread of Antisemitic hate in Australia, but platforming biased and vitriolic presenters such as Antoinette Lattouf.

My 12 year old son commented to me with great insight "I have always thought of myself as a Jewish Australian. However facing extraordinary levels of antisemitism, I now very much see I am an Australian Jew. Maybe this country is not safe for us."

Please think about how betrayed Jewish Australians are feeling right now and how the ABC has and continues to be complicit in spreading hateful antisemitism by failing to call out terrorism, choosing biased witnesses such as the antisemite Francesca Albanese and the criminal liar Masri on Q&A and falsely presenting fringe perspectives such as Louise Adler as representative of a "Jewish perspective" not to mention platforming Hamas terrorist leaders on 730 report. ABC continues to present Hamas derived Gaza casualty figures without declaring the source as from murderous terrorists and unverified.

Please read my email below.

Sincerely,

[REDACTED]

Subject: ABC's antisemitic presenter Antoinette Lattouf is not a fit person to present on the ABC

Dear David,

Antoinette Lattouf is not an impartial Journalist. She is an antisemite, spreading lies to demonise Jews, including denial of antisemitic events in Australia such as the gas the Jews and fuck the Jews chants at the hate rally which celebrated the massacre, mass rape and kidnapping of Jews in Israel on October 7th which occurred on October 9th, prior to any Israeli military defensive action in Gaza.

She has posted untrue and antisemitic false allegations on her social media account accusing IDF of rape - aiming to somehow balance and minimise true brutal Hamas rape and minimise Jewish suffering. I have photographic evidence of the instagram story referenced. These lies were widely shared, including by at least one Medical practitioner Dr Izzi Smith who also has a huge social media following.

6:29



doctorizzyksmith 19h




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 

@antoinette_lattouf

Send message



Lattouf has appropriated terms such as genocide to trigger trans generational Jewish suffering in the memory of the Holocaust and recent brutal Hamas murder of Jews because victims were Jewish and to falsely accuse descendants of victims of crimes against humanity of the same crimes.

<https://www.instagram.com/reel/C0xmvJcSPtM/?igshid=MzRIODBiNWFIZA==>


She is not a fit person to present on the ABC which should not support her racist antisemitic agenda.

The Australian Jewish community is experiencing unprecedented antisemitism. Please reflect that the ABC is complicit in responsibility for this by presenting lies, falsehoods and direct antisemitic actions such as Lattouf promoting boycott of Jewish businesses.

Which other community has suffered such vitriole and local discrimination and abuse related to any foreign conflict?

The ABC is funded by Australian tax payers. Government funded complicity in deplorable antisemitism is unacceptable.

Sincerely,



Sent from my iPhone

From: [REDACTED]
Sent: Monday, 18 December 2023 2:12 PM
To: David N Anderson - Managing Director; Board
Subject: Antoinette Lattouf

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Mr Anderson,

I am writing with a concern that Antoinette Lattouf has been appointed as host of ABC mornings in Sydney. She is not impartial on the war in the middle east. Her recent suggestion that members of the Australian Jewish community falsely created videos showing people chanting "f\$%k the jews " "gas the jews", is highly antisemitic and of a huge concern. What are the consequences for Antoniette stating what happened at the Sydney Opera House was a lie?

Clause 4 of the ABC code of practice is to be impartial and employing Antoinette is in breach of this cause.

regards,
[REDACTED]

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

FYI

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

Dear Mr Anderson,

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

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

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

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

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

I have suffered a family loss in the war which resulted in me attending the Opera House that night, specifically to see the Israeli flag projected on the Opera House as a sign of solidarity and well before the war erupted.

Such projections were staged publicly in many, many cities around the world including Melbourne, Canberra and Brisbane.

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

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

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

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

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

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

insensitive remarks and observations would be extremely upsetting to me.

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

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

Yours sincerely

[Redacted signature]

[Redacted name]

[Redacted contact information]

From: [REDACTED]
Sent: Monday, 18 December 2023 12:47 PM
To: //www.abc.net.au/contact/complain.htm [REDACTED]
Cc: David N Anderson - Managing Director; Board
Subject: Antoinette Lattouf is not impartial]

Follow Up Flag: Follow up
Flag Status: Flagged

:Subject: Message sent via ministerial website - Antoinette Lattouf is not impartial - your copy of details [SEC=UNOFFICIAL]

Reply-To: minister.rowland@mo.communications.gov.au

Submitted on Mon, 2023-12-18 12:42

Subject
Antoinette Lattouf is not impartial

Message
Antoinette Lattouf is not impartial on the war in the Middle East and what are the consequences for her stating that “gas the Jews” at the Sydney Opera House was a lie.
We all heard it.

Clause 4 of the ABC code of practice is to be impartial, and employing Antoinette is in breach of this clause.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tab 23

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Tuesday, 19 December 2023 3:57 PM
To: Chris Oliver-Taylor
Cc: Ben Latimer
Subject: RE: Antoinette Latouff Emails / Chair's Office

Hi Chris,

I've seen some of these – a lot of the complainants submitted complaints via the usual complaint form (so they're logged in the complaints database) in addition to writing directly to the Board and MD.

The reference to clause 4 of the Code of Practice (i.e. our impartiality standards) is seriously misguided... the Code applies to content we broadcast, not our hiring decisions. Some of the complainants seem to think we've breached our impartiality standards because of her Crikey story... but we aren't responsible for that story and it certainly isn't subject to our Code of Practice.

Anyway – happy to discuss with you and Ben. I'm around for the next hour or so, then unavailable until later this evening. Or if we can't find time today, happy to chat first thing tomorrow.

By the way – if you haven't already seen it, this Women's Agenda article (published earlier today) is worth a read: <https://womensagenda.com.au/latest/no-tactic-is-off-the-table-women-journalists-call-out-mainstream-media-for-targeted-accusations-and-half-truths/> [womensagenda.com.au]. Antoinette is quoted in it as saying:

“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 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.”

(The 'pressuring employers' reference makes me think that if the ABC was to take any action against her in response to complaints being made to the Board and MD etc., she'd definitely go public about it.)

Cheers
Simon

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, December 19, 2023 3:45 PM
To: Simon Melkman <Melkman.Simon@abc.net.au>
Cc: Ben Latimer <Latimer.Ben@abc.net.au>
Subject: FW: Antoinette Latouff Emails / Chair's Office

Hi Simon,

You may have seen these letters of complaint. Many of them make claim that by engaging Ms Latouff, the ABC is in breach of clause 4 of the Code of Practice, calling into question the ABC's impartiality. I am not sure if this is correct, but clearly this is a hugely complex matter. Should the three of us get together this afternoon to discuss?

C

From: Lauren Stokes <Stokes.Lauren@abc.net.au>
Sent: Tuesday, December 19, 2023 3:28 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Vanessa Murray <Murray.Vanessa@abc.net.au>; Managing Director's Office <managingdirectorsoffice@abc.net.au>
Subject: Antoinette Latouff Emails / Chair's Office

Dear Chris

The Chair/Board has received several email complaints regarding Antoinette Latouff. After a discussion between Ita and David we've been advised to forward these emails to you - please find them attached.

A brief acknowledgement email has been sent to each of the attached emails from the Chair's Office.

Thank you Chris

Kind regards
Lauren



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

Lauren Stokes
Executive Assistant to the Chair


E: Stokes.Lauren@abc.net.au

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

Tab 24

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 4:01 PM
To: Simon Melkman
Cc: Ben Latimer
Subject: RE: Antoinette Latouff Emails / Chair's Office

Thanks Simon, could we try to speak as a three in the next 15 or so? I'll shoot a teams through and see how we go

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Tuesday, December 19, 2023 3:57 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Ben Latimer <Latimer.Ben@abc.net.au>
Subject: RE: Antoinette Latouff Emails / Chair's Office

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The reference to clause 4 of the Code of Practice (i.e. our impartiality standards) is seriously misguided... the Code applies to content we broadcast, not our hiring decisions. Some of the complainants seem to think we've breached our impartiality standards because of her Crikey story... but we aren't responsible for that story and it certainly isn't subject to our Code of Practice.

Anyway – happy to discuss with you and Ben. I'm around for the next hour or so, then unavailable until later this evening. Or if we can't find time today, happy to chat first thing tomorrow.

By the way – if you haven't already seen it, this Women's Agenda article (published earlier today) is worth a read: <https://womensagenda.com.au/latest/no-tactic-is-off-the-table-women-journalists-call-out-mainstream-media-for-targeted-accusations-and-half-truths/> [womensagenda.com.au]. Antoinette is quoted in it as saying:

"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 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."

(The 'pressuring employers' reference makes me think that if the ABC was to take any action against her in response to complaints being made to the Board and MD etc., she'd definitely go public about it.)

Cheers
Simon

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, December 19, 2023 3:45 PM
To: Simon Melkman <Melkman.Simon@abc.net.au>
Cc: Ben Latimer <Latimer.Ben@abc.net.au>
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The Chair/Board has received several email complaints regarding Antoinette Latouff. After a discussion between Ita and David we've been advised to forward these emails to you - please find them attached.

A brief acknowledgement email has been sent to each of the attached emails from the Chair's Office.

Thank you Chris

Kind regards
Lauren



Lauren Stokes
Executive Assistant to the Chair
[REDACTED]
E: Stokes.Lauren@abc.net.au

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

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

Tab 25

The screenshot shows a Microsoft Teams meeting window. At the top, there is a search bar with the text "Search (Ctrl+E)". Below the search bar, the meeting title "Ben/Simon/COT" is displayed, followed by navigation tabs: "Chat", "Files", "Details", "Recap", "Meeting Whiteboard", "Q&A", and a plus sign icon. On the right side of the header, there are "Join" and "Close" buttons, along with a small icon of a person in a square. The main area of the window contains two chat messages:

- A message with a document icon: "Ben Latimer and Simon Melkman were invited to the meeting."
- A message with a document icon: "19/12/2023 4:34 pm Meeting ended: **20m 57s**"

At the bottom of the window, there is a text input field with the placeholder text "Type a message". To the right of the input field is a toolbar with icons for adding attachments, emojis, mentions, a plus sign, and a send button.

On the left side of the window, there is a vertical sidebar with icons for "Activity", "Chat", "Teams", "Calendar", "Calls", "OneDrive", and "Apps".

Tab 26

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Tuesday, 19 December 2023 4:49 PM
To: Chris Oliver-Taylor; Ben Latimer
Subject: RE: Antoinette Latouff Emails / Chair's Office

Here's what I'd suggest as a simple proforma response that should suffice for most complainants:

Dear ...

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

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

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

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

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

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

Yours sincerely,

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, December 19, 2023 4:01 PM
To: Simon Melkman <Melkman.Simon@abc.net.au>
Cc: Ben Latimer <Latimer.Ben@abc.net.au>
Subject: RE: Antoinette Latouff Emails / Chair's Office

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Cheers
Simon

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To: Simon Melkman <Melkman.Simon@abc.net.au>
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You may have seen these letters of complaint. Many of them make claim that by engaging Ms Latouff, the ABC is in breach of clause 4 of the Code of Practice, calling into question the ABC's impartiality. I am not sure if this is correct, but clearly this is a hugely complex matter. Should the three of us get together this afternoon to discuss?

C

From: Lauren Stokes <Stokes.Lauren@abc.net.au>
Sent: Tuesday, December 19, 2023 3:28 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Vanessa Murray <Murray.Vanessa@abc.net.au>; Managing Director's Office <managingdirectorsoffice@abc.net.au>
Subject: Antoinette Latouff Emails / Chair's Office

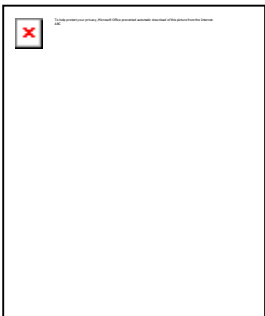
Dear Chris

The Chair/Board has received several email complaints regarding Antoinette Latouff. After a discussion between Ita and David we've been advised to forward these emails to you - please find them attached.

A brief acknowledgement email has been sent to each of the attached emails from the Chair's Office.

Thank you Chris

Kind regards
Lauren



Lauren Stokes
Executive Assistant to the Chair


E: Stokes.Lauren@abc.net.au

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

Tab 27

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, 19 December 2023 4:50 PM
To: Simon Melkman; Ben Latimer
Subject: RE: Antoinette Latouff Emails / Chair's Office

Thanks Simon,

Ben, I reckon we get Steve/Mark to write these as and when. I will confirm with MDO as to how and who wants to respond.

Cheers

C

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Tuesday, December 19, 2023 4:49 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Subject: RE: Antoinette Latouff Emails / Chair's Office

Here's what I'd suggest as a simple proforma response that should suffice for most complainants:

Dear ...

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

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

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

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

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

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

Yours sincerely,

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, December 19, 2023 4:01 PM
To: Simon Melkman <Melkman.Simon@abc.net.au>

Cc: Ben Latimer <Latimer.Ben@abc.net.au>
Subject: RE: Antoinette Latouff Emails / Chair's Office

Thanks Simon, could we try to speak as a three in the next 15 or so? I'll shoot a teams through and see how we go

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Tuesday, December 19, 2023 3:57 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Ben Latimer <Latimer.Ben@abc.net.au>
Subject: RE: Antoinette Latouff Emails / Chair's Office

Hi Chris,

I've seen some of these – a lot of the complainants submitted complaints via the usual complaint form (so they're logged in the complaints database) in addition to writing directly to the Board and MD.

The reference to clause 4 of the Code of Practice (i.e. our impartiality standards) is seriously misguided... the Code applies to content we broadcast, not our hiring decisions. Some of the complainants seem to think we've breached our impartiality standards because of her Crikey story... but we aren't responsible for that story and it certainly isn't subject to our Code of Practice.

Anyway – happy to discuss with you and Ben. I'm around for the next hour or so, then unavailable until later this evening. Or if we can't find time today, happy to chat first thing tomorrow.

By the way – if you haven't already seen it, this Women's Agenda article (published earlier today) is worth a read: <https://womensagenda.com.au/latest/no-tactic-is-off-the-table-women-journalists-call-out-mainstream-media-for-targeted-accusations-and-half-truths/> [womensagenda.com.au]. Antoinette is quoted in it as saying:

"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 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."

(The 'pressuring employers' reference makes me think that if the ABC was to take any action against her in response to complaints being made to the Board and MD etc., she'd definitely go public about it.)

Cheers
Simon

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Tuesday, December 19, 2023 3:45 PM
To: Simon Melkman <Melkman.Simon@abc.net.au>
Cc: Ben Latimer <Latimer.Ben@abc.net.au>
Subject: FW: Antoinette Latouff Emails / Chair's Office

Hi Simon,

You may have seen these letters of complaint. Many of them make claim that by engaging Ms Latouff, the ABC is in breach of clause 4 of the Code of Practice, calling into question the ABC's impartiality. I am not sure if this is correct, but clearly this is a hugely complex matter. Should the three of us get together this afternoon to discuss?

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To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Vanessa Murray <Murray.Vanessa@abc.net.au>; Managing Director's Office <managingdirectorsoffice@abc.net.au>
Subject: Antoinette Latouff Emails / Chair's Office

Dear Chris

The Chair/Board has received several email complaints regarding Antoinette Latouff. After a discussion between Ita and David we've been advised to forward these emails to you - please find them attached.

A brief acknowledgement email has been sent to each of the attached emails from the Chair's Office.

Thank you Chris

Kind regards
Lauren



Lauren Stokes
Executive Assistant to the Chair


E: Stokes.Lauren@abc.net.au

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abc.net.au

Tab 28

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

D,

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

Dear ...

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

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

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

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

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

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

Yours sincerely,



abc.net.au

Chris Oliver-Taylor
Chief Content Officer



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Tab 29

From: Ben Latimer <Latimer.Ben@abc.net.au>
Sent: Wednesday, 20 December 2023 12:19 PM
To: Simon Melkman; Chris Oliver-Taylor; Steve Ahern
Subject: 702 guest presenter

Steve,

I have just seen Insta story posts by Antoinette regarding Israel-Gaza posted 18-hours ago.

The clear instructions were to direct Antoinette not to post to socials for the rest of this week.

Simon, Chris, Steve – can you please review the Insta stories and then let's chat as soon as possible this afternoon?

Thanks,

Ben



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

Ben Latimer
Head of Audio Content

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Tab 30

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Wednesday, 20 December 2023 12:23 PM
To: Ben Latimer; Simon Melkman; Steve Ahern
Subject: Re: 702 guest presenter

As per chat Ben, please send screenshot. Then let's review asap

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Ben Latimer <Latimer.Ben@abc.net.au>
Sent: Wednesday, December 20, 2023 12:19:07 PM
To: Simon Melkman <Melkman.Simon@abc.net.au>; Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Steve Ahern <Ahern.Steve@abc.net.au>
Subject: 702 guest presenter

Steve,

I have just seen Insta story posts by Antoinette regarding Israel-Gaza posted 18-hours ago.

The clear instructions were to direct Antoinette not to post to socials for the rest of this week.

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Ben Latimer
Head of Audio Content

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ANTOINETTE_LATTOUF
Posts

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antoinette_lattouf



Liked by **erinnicholson22** and **others**

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

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ANTOINETTE_LATTOUF

Posts

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Like Reply



Marty Isaac

personally. I would be happy once gaza is nuked

22h Reply



Antoinette Lattouf · Creator

Marty I am thrilled to report that you're one step close to being truly happy. Yay! Gaza is being annihilated hourly. Soon your wish will come true

15 ago Reply



Hide



Liked by erinnicholson22 and others

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ANTOINETTE_LATTOUF

Posts

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yonkele

You support Hamas abd hate abd animal behavior. You are so sick. Who pays you to lie and promote hatred.

10h Reply



Antoinette Lattouf · Creator

Hummus manufacturers pay me and so do chickpea farmers

1s ago Reply



Liked by erinnicholson22 and others

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ANTOINETTE_LATTOUF

Posts

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The Bean Of The Mung

Darling the truth of the matter is that this is a propaganda war. No one knows the truth. Only comment if you are there to see it for yourself 😎

7m Reply



Antoinette Lattouf · Creator

Darling, you should only comment if you're there yourself. Darling darl honey bun

15 ago Reply



Liked by erinnicholson22 and others

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antoinette_lattouf



politicians and media commentators t... 4311 more



Pete

So do you give a fuck about the millions, yes the millions killed in the past decade in the Middle East by other Muslims. Or you only have crocodile

2h Reply



Antoinette Lattouf · Creator

Pete. Love your profile pic! Honestly, you're right. We should just kill all the Palestinians and complete the genocide



Liked by erinnicholson22 and others

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

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ANTOINETTE_LATTOUF

Posts

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antoinette_lattouf



23h Reply



user93186219728

Don't like it , go back there

23h Reply



Antoinette Lattouf · Creator

Great suggestion. It's just that Israel controls who goes in and out (kind of like with water and food). Reckon there are Gaza contiki tours I can do?

4m Reply



Antoinette Lattouf · Antoinette Lattouf

I would love a pub crawl tour but instead visiting all the bombed hospitals. That would be so great to take selfies with. (That and all the corpses)

15m Reply



Liked by erinnicholson22 and others

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

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ANTOINETTE_LATTOUF

Posts

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antoinette_lattouf



Frankie tan

can u talk to my gov ,

1d Reply



Antoinette Lattouf · Creator

Sure, but do they use WhatsApp? I'm too tight to make an international phone call.

1s ago Reply



First Time.?



Liked by erinnicholson22 and others

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

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ANTOINETTE_LATTOUF

Posts

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antoinette_lattouf



Chandrika Nair

1948 is history 7th Oct is current.

18h Reply



Antoinette Lattouf · Creator

Yes. Let's shred all calendars + recycle modern history textbooks = we can pretend nothing happened before Oct 7. We love to recycle! Yay environment

15 ago Reply



Liked by erinnicholson22 and others

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

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ANTOINETTE_LATTOUF

Posts

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antoinette_lattouf



Orna Mazor769

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



Reply



Antoinette Lattouf · Creator

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

15 ago

Reply



Liked by erinnicholson22 and others

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

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ANTOINETTE_LATTOUF

Posts

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antoinette_lattouf



aces313

100% pretty good,,, I like

8h Reply



Antoinette Lattouf · Creator

Thank you. All my life I have aspired to be "pretty good". Now that I've done it, I can retire.

2s ago Reply



Mr h985



Liked by erinnicholson22 and others

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

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antoinette_lattouf 19h



unicef



unicef Yesterday, we shared Dina's story. We're devastated to learn that she was killed at Nasser Hospital on Sunday, 17 Dec...

Send message





antoinette_lalouf



NEWS & VIEWS

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

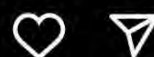
by [Olivia Cleal](#) | 7 hours ago



- [@clementine_ford](#)
- [@thelaurendubois](#)
- [@jan_fran](#)
- [@womensagenda](#)
- [@patskarvelas](#)

ARTICLE

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antoINETte_lattouf • 19/11



racialjustice.au

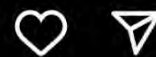
“It is the worst humanitarian crisis and violence against children in modern times,” Lattouf said, “and yet sections of our media would rather invest time and energy in targeting female journalists and commentators who dare to deviate from reciting IDF (Israeli Defence Force) talking points, rather than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

[WOMENSAGENDA.COM.AU](https://www.womensagenda.com.au)



@antoINETte_lattouf

Send message





antoinette_lattouf 19h

Watch Full Reel >



HRW reporting starvation as a tool of war

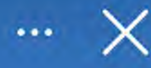


Send message





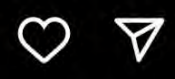
antoinette_lattouf 19h
Watch Full Reel >



HRW reporting starvation as a tool of war



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antoinette_lattouf 19h

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HRW reporting starvation as a tool of war



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HRW reporting starvation as a tool of war



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antoinette_lattouf 19h

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HRW reporting starvation as a tool of war



Send message





antoinette_lattouf 19h

Watch Full Reel >



HRW reporting starvation as a tool of war



Israeli officials, including Defense Minister Yoav Gallant, have expressed an intent to starve civilians as a method of warfare.

humanrightswatch

Send message



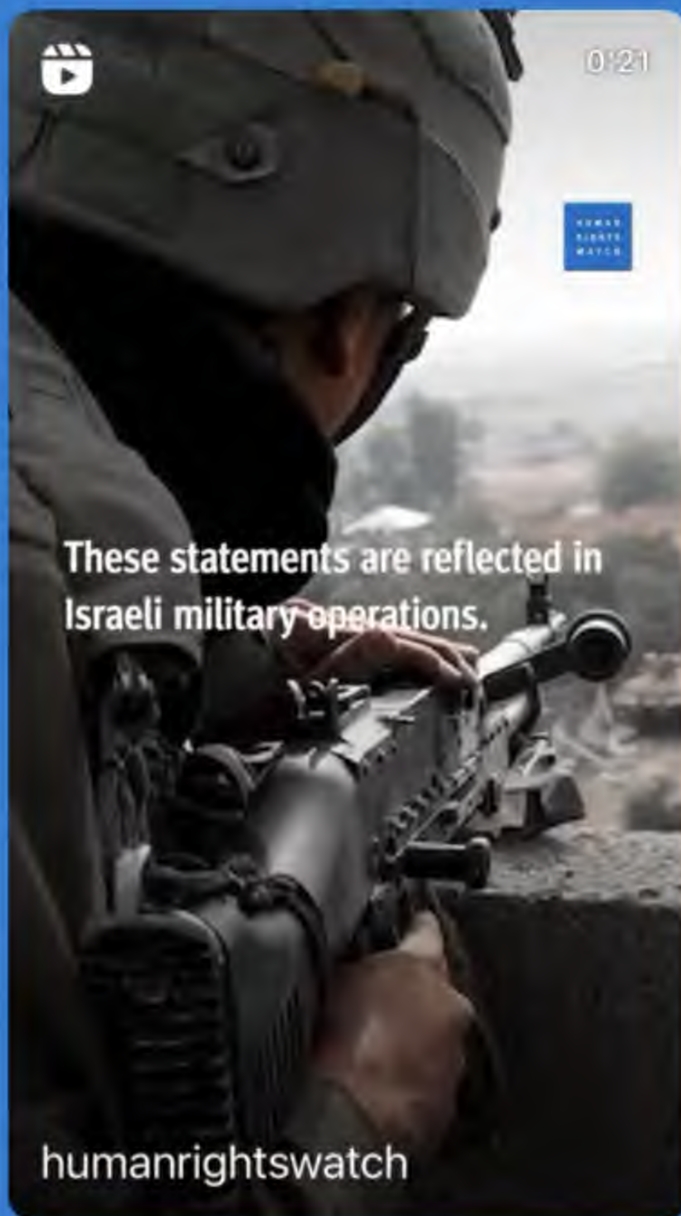


antoinette_lattouf 19h

Watch Full Reel >



HRW reporting starvation as a tool of war



Send message





antoinette_lattouf 19h

Watch Full Reel >



HRW reporting starvation as a tool of war



Send message





antoinette_lattouf 19h

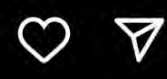
Watch Full Reel >



HRW reporting starvation as a tool of war



Send message





antoinette_lattouf 19h

Watch Full Reel >



HRW reporting starvation as a tool of war



Send message





antoinette_lalouf



I am here for you

Thanks :) I'm going through a tough time so it means a lot

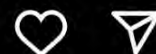
And sorry, I lost all my contacts who is this?

This is your Uber driver

I am here to pick you up

Oh

Send message





antoinette_lattouf 7h

Watch Full Reel >



Wow. But also good news



Send message





antoinette_lafouf 4h



I get loads of really lovely message. This one from last night is a new fave

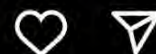


I'm only a little drunk so it's not weird but I love you, I think I'm older than you but I wanna be you when I grow up

08:06

I welcome drunk texts of this nature 😂

Send message





antoinette_lattouf 4h



Congrats
@clementine_ford on
your new podcast.



clementine_ford

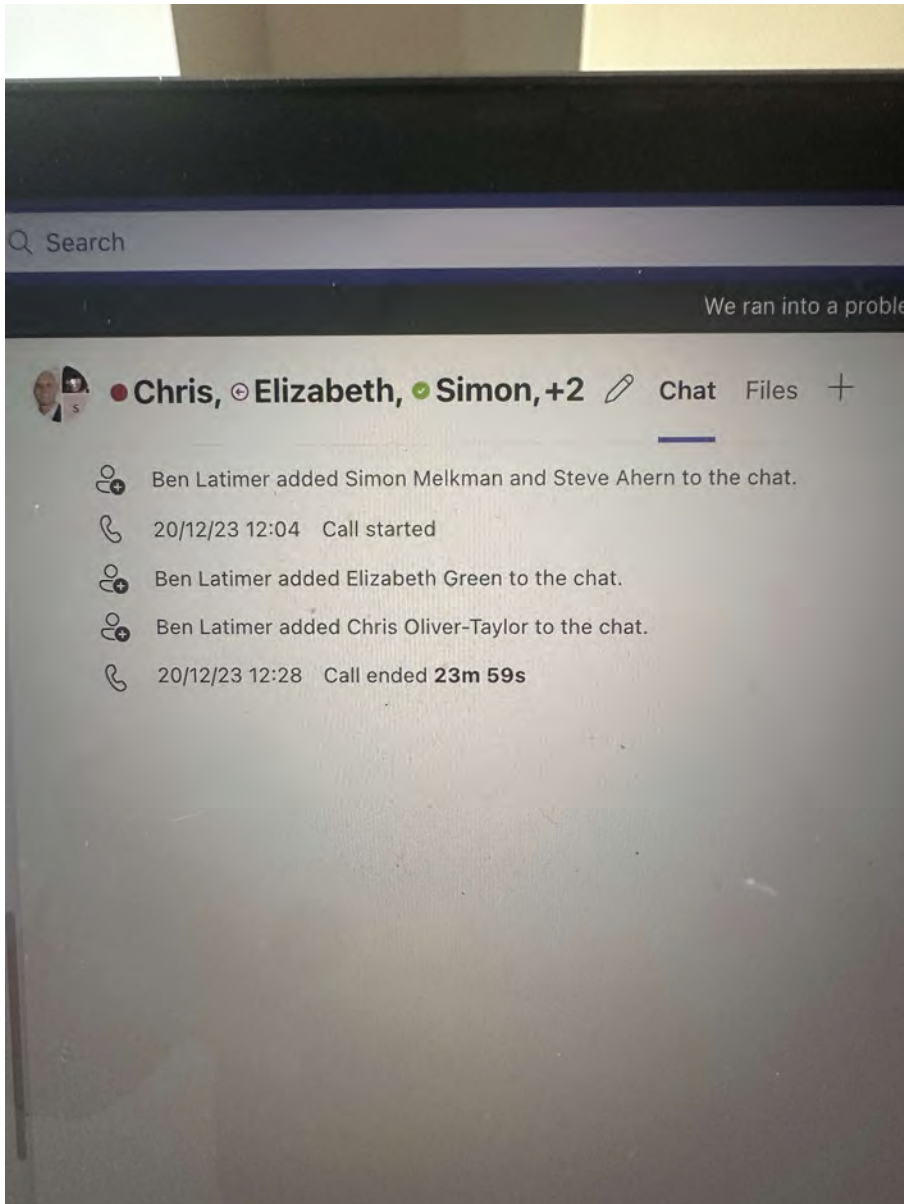


clementine_ford NEWS ALERT!

Send message



Tab 32



Tab 33

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Wednesday, 20 December 2023 1:27 PM
To: Simon Melkman
Subject: Fwd: Questions from The Australian

FYI

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Nick Leys <Leys.Nick@abc.net.au>
Sent: Wednesday, December 20, 2023 13:25
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>; Vanessa MacBean <Macbean.Vanessa@abc.net.au>
Cc: Laura Todd <Todd.Laura@abc.net.au>; Nikki Tugwell <Tugwell.Nikki@abc.net.au>
Subject: RE: Questions from The Australian

Amended:

Following a review of her social media activity, casual presenter Antoinette Lattouf will not be back on air for the remaining two shifts of her contract.

From: Nick Leys
Sent: Wednesday, December 20, 2023 1:20 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>; Vanessa MacBean <Macbean.Vanessa@abc.net.au>
Cc: Laura Todd <Todd.Laura@abc.net.au>; Nikki Tugwell <Tugwell.Nikki@abc.net.au>
Subject: RE: Questions from The Australian

The ABC has received complaints about RL social media use. We are reviewing those posts but in the meantime RL won't be returning on air for the remaining two weeks of her contract.

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Wednesday, December 20, 2023 1:04 PM
To: Nick Leys <Leys.Nick@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Laura Todd <Todd.Laura@abc.net.au>; Nikki Tugwell <Tugwell.Nikki@abc.net.au>
Subject: RE: Questions from The Australian

Nick, I am trying to reach the MD, on review of overnight posts, the view from Local Sydney Radio management is that AL has breached ABC editorial policy by posting commentary on the Gaza/Israel war. I am expecting the recommendation to be that we will not continue with her remaining two shifts as a result of this breach. We may need to put out a statement in due course.

Chris

From: Nick Leys <Leys.Nick@abc.net.au>
Sent: Wednesday, December 20, 2023 12:42 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>; Ben Latimer <Latimer.Ben@abc.net.au>
Cc: Laura Todd <Todd.Laura@abc.net.au>; Nikki Tugwell <Tugwell.Nikki@abc.net.au>
Subject: Fwd: Questions from The Australian

Clearly complaints have been shared.

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

From: Elsworth, Sophie <sophie.elsworth@news.com.au>
Sent: Wednesday, December 20, 2023 11:24
To: Nick Leys <Leys.Nick@abc.net.au>; Sally Jackson <Jackson.Sally@abc.net.au>
Subject: Questions from The Australian

Hi Nick,

I have the following questions please regarding Antoinette Lattouf hosting ABC Sydney's mornings show.

- 1) Since she began hosting this week, how many complaints has the ABC received about Lattouf?
- 2) What are the main grievances from listeners?
- 3) Is the ABC investigating Latouff's conduct, including her social media use, relating to commentary she has made about the Israel-Gaza war?
- 4) Who appointed Latouff to fill in for ABC Sydney mornings?
- 5) How long will she be on air as a fill-in host?
- 6) Is management reviewing her tenure as a fill-in host?

Can you please come back to me by 1.30pm today.

Thank you,
Sophie

SOPHIE ELSWORTH
Media Writer

HWT Tower 40 City Road Southbank VIC 3006
T +61 438 056 321 M +61 438 056 321
E sophie.elsworth@news.com.au W theaustralian.com.au

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Tab 34

From: Managing Director's Office <managingdirectorsoffice@abc.net.au>
Sent: Wednesday, 20 December 2023 3:35 PM
To: Chris Oliver-Taylor
Cc: Simon Melkman
Subject: RE: Letter of response AT

Hi Chris,

Thank you for this draft. In light of the change in circumstances, can David please have a revised draft of words referring to the ABC media statement?

We would like to send replies tomorrow morning is that is at all possible.

Thanking you,
Jo



Joanne Sanders
Executive Assistant to the Managing Director


E: managingdirectorsoffice@abc.net.au

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

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

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

Dear ...

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

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

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

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

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

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

Yours sincerely,



Chris Oliver-Taylor
Chief Content Officer



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

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Wednesday, 20 December 2023 3:36 PM
To: Managing Director's Office
Cc: Simon Melkman
Subject: Re: Letter of response AT

Absolutely Jo, Simon and I will work on it straight away.
C

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Managing Director's Office <managingdirectoroffice@abc.net.au>
Sent: Wednesday, December 20, 2023 3:35:15 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
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abc.net.au

From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Wednesday, 20 December 2023 3:50 PM
To: Simon Melkman
Subject: RE: Letter of response AT

Agree and many thanks

From: Simon Melkman <Melkman.Simon@abc.net.au>
Sent: Wednesday, December 20, 2023 3:46 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Subject: RE: Letter of response AT

I'd go with something brief and straight to the point:

Dear ...

Thank you for your email.

Following a review of her social media activity, ABC Sydney decided yesterday that casual presenter Antoinette Lattouf will not be back on air for the remaining two shifts of her contract.

[*Optional additional line for complainants who incorrectly asserted that we hired her to report on the war:* I should clarify that Ms Lattouf was not engaged by the ABC to report on the Israel-Gaza war. She did not discuss the subject at all during her three shifts presenting the Mornings program earlier this week.]

We appreciate you bringing your concerns to our attention.

Yours sincerely, etc.

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Joanne Sanders
Executive Assistant to the Managing Director

[REDACTED]
E: managingdirectoroffice@abc.net.au

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

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Chief Content Officer



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From: Managing Director's Office <managingdirectorsoffice@abc.net.au>
Sent: Wednesday, 20 December 2023 4:44 PM
To: Chris Oliver-Taylor
Cc: Simon Melkman
Subject: RE: Letter of response AT

Brilliant, thank you. Apologies I thought it would be longer, my bad.

Thanks,
Jo



Joanne Sanders
Executive Assistant to the Managing Director


E: managingdirectorsoffice@abc.net.au

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From: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Sent: Wednesday, December 20, 2023 4:16 PM
To: Managing Director's Office <managingdirectorsoffice@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: Re: Letter of response AT

No probs Jo, all Simon!
Here is the media statement

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

Not sure if that is useful for the letter?

Chris Oliver-Taylor
Chief Content Officer
ABC

From: Managing Director's Office <managingdirectorsoffice@abc.net.au>
Sent: Wednesday, December 20, 2023 4:02:31 PM
To: Chris Oliver-Taylor <Oliver-Taylor.Chris@abc.net.au>
Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: RE: Letter of response AT

Thank you! This is great. So fast!

I think David wanted to include a reference to the media statement that is coming I think. Would you mind if we added a line to do with that or close to that at all?

Thanks,
Jo



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

Joanne Sanders
Executive Assistant to the Managing Director


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Cc: Simon Melkman <Melkman.Simon@abc.net.au>
Subject: RE: Letter of response AT

Thanks Jo, Simon has constructed the below which I think is a simple but appropriate response. If David would like a fuller response or to refute why Ms Lattouf was originally engaged and our subsequent decision to not continue with her we can provide a line that details that.

Dear ...

Thank you for your email.

Following a review of her social media activity, ABC Sydney decided yesterday that casual presenter Antoinette Lattouf will not be back on air for the remaining two shifts of her contract.

[Optional additional line for complainants who incorrectly asserted that we hired her to report on the war: I should clarify that Ms Lattouf was not engaged by the ABC to report on the Israel-Gaza war. She did not discuss the subject at all during her three shifts presenting the Mornings program earlier this week.]

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