

A MESSAGE FROM ANU VICE-CHANCELLOR PROFESSOR GENEVIEVE BELL



Great universities are about people.

And great universities are also places that can and should hold hard conversations. Conversations that look outwards, but also conversations that make us look inwards. Conversations that make us stop and reflect and then ... take action.

In 2024, Professor Rebekah Brown and I were concerned that some areas of our university might not be living up to the high standards and expectations that we each should have for this place. We were concerned about accounts of bullying and harassment and discrimination.

We knew we couldn't continue this way – we knew things should and must change.

And that is why we commissioned Professor Christine Nixon to undertake a review into gender and culture at the former ANU College of Health and Medicine.

The Nixon Review contains 8 findings, 17 recommendations relevant across all of ANU, and a series of detailed actions that we will consider as a community. We have already implemented some of the recommendations and some will take more time. The full report is published on our website. It is a hard read.

There's also a separate, confidential report which outlines specific allegations against named individuals. An external investigation officer is to be appointed,

and where appropriate, these individuals will be subject to action for serious misconduct.

We have work to do to be better, for all of us. And it will take time, commitment and support from each of us to get it done.

My commitment, and the commitment from our national university, is that we will address the recommendations of the Nixon report.

And to ensure we meet these commitments, Professor Nixon has agreed to re-assess our progress in 2026.

I know some of the findings from the Nixon review will be distressing, so if this has raised any issues for you, there's help available.

I encourage you to read the full report, and engage with the initiatives which are designed to support our whole community.

I know that many members of our community work hard every day to ensure ANU is a place that is inclusive and welcoming.

But I also know, in some cases, we have fallen short as an institution, and we have let our people down.

And so to all of the students and staff who have been affected by these behaviours and this culture over many years, we, at ANU, say sorry.

This is a difficult moment but one we will get through together. The Nixon review, its findings and the actions being taken at the University are a signal to every part of this institution, and beyond, that we are committed to making a difference and that we seek a different future.