

From: [Freedom of Information](#)
To: [Legal Office](#)
Subject: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns
Date: Monday, February 9, 2026 3:50:00 PM

Good afternoon Legal,

Forwarding a new FOI request for your records Ref: 202600031.

Regards,



-----Original Message-----

From: Shakira Behardwad <foi+request-14262-47a4ded0@righttoknow.org.au>
Sent: Wednesday, 4 February 2026 10:41 PM
To: Freedom of Information <foi@anu.edu.au>
Subject: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

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To FOI Office,

Under the Freedom of Information Act 1982 (Cth), I request access to the executive summary section (or equivalent) of the document titled "Ashurst Report" in the Schedule of Documents for ANU FOI Request 202500200.

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Thank you,
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From: [Freedom of Information](#)
To: s.47F Personal privacy
Subject: FW: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns
Date: Thursday, February 19, 2026 5:21:00 PM

Hi s.47F Personal privacy

I assume the University will not want to waive privilege in relation to his one, and I assume the question will require legal advice.

Can you please confirm or liaise with the appropriate area to advise?

s.47F Personal privacy

From: Legal Office <Legal.Office@anu.edu.au>
Sent: Tuesday, February 10, 2026 11:03 AM
To: Freedom of Information <foi@anu.edu.au>
Cc: s.47F Personal privacy
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Good Morning s.47F Personal privacy

Please be advised that Jasmine has oversight of this matter.

Kind regards, s.47F Personal privacy s

s.47F Personal privacy

Legal Office Coordinator

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

s.47F Personal privacy

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Cc: s.47F Personal privacy
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns
Date: Tuesday, February 10, 2026 11:02:47 AM

Good Morning [REDACTED]

Please be advised that Jasmine has oversight of this matter.

Kind regards, [REDACTED]

[REDACTED]
Legal Office Coordinator

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

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[REDACTED]

[REDACTED] | legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>
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From: s.47F Personal privacy
To: [Freedom of Information](#)
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI
WHS Concerns
Date: Monday, February 23, 2026 9:53:55 AM

Hi

I can give advice on this one. Could you please send me a copy of the document?

I have a 78 page document on our legal file, but I just want to make sure I am considering the same document subject to this FOI request.

Kind regards

s.47F Personal privacy

[Redacted]

[Redacted]

[Redacted]

[Redacted]

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

s.47F Personal privacy

[Redacted]

[Redacted] | legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>

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From: Freedom of Information <foi@anu.edu.au>
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To: s.47F Personal privacy
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Subject: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

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From: [REDACTED]
To: [Freedom of Information](#)
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI
WHS Concerns
Date: Wednesday, February 25, 2026 1:15:43 PM

Hi [REDACTED]

Just checking in on this one. Could you please send me what has been send to the Requestor so that I can review?

Kind regards

[REDACTED]

Please note: I work 9am – 2pm Monday, Tuesday and Wednesday and 9am – 3.30pm on Thursdays.

[REDACTED]

Principal Legal Counsel

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

[REDACTED]

[REDACTED]

[REDACTED] | legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>

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To: Freedom of Information <foi@anu.edu.au>

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Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Good Morning s.47F Personal privacy

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To: [Freedom of Information](#)
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI
WHS Concerns
Date: Thursday, February 26, 2026 2:36:07 PM

Hi

Thanks for sending through the ANU FOI response for context.

I have reviewed the executive summary section of the Ashurst report on our file, which is the subject of this FOI request.

The Executive Summary names a number of ANU employees and, even if we were to redact them, I think given the detail specified, the people concerned would be able to be identified.

In terms of the waiver of legal professional privilege, I think this would have to be determined by the ANU Executive (probably IVC or Council). Only the entity (ANU) can waive legal professional privilege. You could check with the IVC's office and see if they have a view. But they would need to weigh up the precedent this may set for future requests. Also, the fact that it would need to be heavily redacted to ensure personal information is not disclosed.

Happy to discuss further.

Kind regards

s.47F Personal privacy

[Redacted signature block]

[Redacted name]

Principal Legal Counsel

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[Redacted address line]

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Sent: Thursday, 26 February 2026 9:24 AM

To: s.47F Personal privacy

Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Hi s.47F Personal privacy

Attached is the decision in 202500200.

The University Secretary viewed the documents and provided instructions s.47F Personal privacy

s.47F Personal privacy

From: s.47F Personal privacy

Sent: Wednesday, February 25, 2026 1:16 PM

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Subject: FW: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Hi [REDACTED]

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Can you please confirm or liaise with the appropriate area to advise?

[REDACTED]

From: Legal Office <Legal.Office@anu.edu.au>
Sent: Tuesday, February 10, 2026 11:03 AM
To: Freedom of Information <foi@anu.edu.au>
Cc: s.47F Personal privacy [REDACTED]
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Good Morning [REDACTED]

Please be advised that Jasmine has oversight of this matter.

Kind regards, [REDACTED]

[REDACTED]
Legal Office Coordinator

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

[REDACTED]

[REDACTED] | legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>
CRICOS Provider #00120C

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Good afternoon Legal,

Forwarding a new FOI request for your records Ref: 202600031.

Regards,



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From: Shakira Behardwad <foi+request-14262-47a4ded0@righttoknow.org.au>

Sent: Wednesday, 4 February 2026 10:41 PM

To: Freedom of Information <foi@anu.edu.au>

Subject: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

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To: s.47F Personal privacy
Subject: FW: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI
WHS Concerns
Date: Friday, February 27, 2026 12:40:00 PM

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CRICOS Provider Code: 00120C | TEQSA Provider ID: PRV12002 (Australian University)

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From: [CPO EO](#)
To: [Freedom of Information](#)
Cc: [Chief People Officer](#); s.47F Personal privacy
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns
Date: Tuesday, March 3, 2026 4:38:50 PM
Attachments: [image002.png](#)

Dear s.47F Personal privacy

In line with advice from ULO and recommendation from your team, the CPO is not prepared to waive legal professional privilege on the Exec Summary of the Ashurst report. This is also consistent with advice we have received from the Office of the IVC.

s.47F Personal privacy

s.47F Personal privacy
Executive Officer to the Chief People Officer

People & Culture Division
Chancery Building 10A
The Australian National University
Canberra ACT 2600

s.47F Personal privacy

eo.cpo@anu.edu.au

s.47F Personal privacy

I am a member of the ANU Ally Network



TEQSA Provider PRV12002 (Australian University) | CRICOS Provider 00120C

The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.

ANU is working towards making all of our communication accessible. Please let me know if you require any content in an alternative format.

From: Freedom of Information <foi@anu.edu.au>

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Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

s.47F Personal privacy

[REDACTED] | legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>
CRICOS Provider #00120C

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-----Original Message-----

From: Freedom of Information <foi@anu.edu.au>
Sent: Monday, 9 February 2026 3:50 PM
To: Legal Office <Legal.Office@anu.edu.au>
Subject: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Good afternoon Legal,

Forwarding a new FOI request for your records Ref: 202600031.

Regards,

[REDACTED]

-----Original Message-----

From: Shakira Behardwad <foi+request-14262-47a4ded0@righttoknow.org.au>
Sent: Wednesday, 4 February 2026 10:41 PM
To: Freedom of Information <foi@anu.edu.au>
Subject: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

[You don't often get email from foi+request-14262-47a4ded0@righttoknow.org.au. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

To FOI Office,

Under the Freedom of Information Act 1982 (Cth), I request access to the executive summary section (or equivalent) of the document titled "Ashurst Report" in the Schedule of Documents for ANU FOI Request 202500200.

In the decision for that request the FOI Officer had decided to exempt the entire document under section 42- Legal Professional Privilege, and I ask that for this request the ANU releases its claim of professional legal privilege as a demonstration of its commitment towards the recommendations of the Nixon review, the ANU Mental Health and Wellbeing Strategy, and its stated commitment to transparency and accountability.

To assist in the processing of this request, I agree to the redaction where necessary of any

person's contact details, as well as redaction of names of any person other than those people who held a position of Senior Manager 3 or above (or Academic equivalent)

Thank you,
Shakira

Please use this email address for all replies to this request:
foi+request-14262-47a4ded0@righttoknow.org.au

Is foi@anu.edu.au the wrong address for Freedom of Information requests to Australian National University? If so, please contact us using this form:
https://www.righttoknow.org.au/change_request/new?body=anu

This request has been made by an individual using Right to Know. This message and any reply that you make will be published on the internet. More information on how Right to Know works can be found at:
<https://www.righttoknow.org.au/help/officers>

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an FOI officer, please ask your web manager to link to us from your organisation's FOI page.

From: [Freedom of Information](#)
To: [CPO EO](#)
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI
WHS Concerns
Date: Tuesday, March 3, 2026 4:44:00 PM
Attachments: [image001.png](#)

Thanks

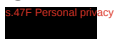


From: CPO EO <eo.cpo@anu.edu.au>
Sent: Tuesday, March 3, 2026 4:39 PM
To: Freedom of Information <foi@anu.edu.au>
Cc: Chief People Officer <cpo@anu.edu.au>; 
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Dear 

In line with advice from ULO and recommendation from your team, the CPO is not prepared to waive legal professional privilege on the Exec Summary of the Ashurst report. This is also consistent with advice we have received from the Office of the IVC.

Cheers



 she/her)
Executive Officer to the Chief People Officer

People & Culture Division
Chancery Building 10A
The Australian National University
Canberra ACT 2600



eo.cpo@anu.edu.au



I am a member of the ANU Ally Network



TEQSA Provider PRV12002 (Australian University) | CRICOS Provider 00120C

The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.

ANU is working towards making all of our communication accessible. Please let me know if you require any content in an alternative format.

From: Freedom of Information <foi@anu.edu.au>

Sent: Friday, 27 February 2026 12:41 PM

To: Chief People Officer <cpo@anu.edu.au>; **s.47F Personal privacy** CPO EO
<eo.cpo@anu.edu.au>

Subject: FW: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Dear Colleagues

The ANU has received a request for the Executive Summary to the Ashurst Report.

We had previously exempted the report on the basis of Legal Professional Privilege.

The Applicant has asked us to waive privilege and release the Executive summary of the Report.

As I understand your area commissioned the report, the Issue of waiver is a matter for you.

In accordance with the legal advice below I would not be recommending waiving legal professional privilege.

Happy to discuss.

s.47F Personal privacy
[Redacted]

From: **s.47F Personal privacy**

Sent: Thursday, February 26, 2026 2:36 PM

To: Freedom of Information <foi@anu.edu.au>

Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Hi [Redacted]

Thanks for sending through the ANU FOI response for context.

I have reviewed the executive summary section of the Ashurst report on our file, which is the subject of this FOI request.

The Executive Summary names a number of ANU employees and, even if we were to redact them, I think given the detail specified, the people concerned would be able to be identified.

In terms of the waiver of legal professional privilege, I think this would have to be determined by the ANU Executive (probably IVC or Council). Only the entity (ANU) can waive legal professional privilege. You could check with the IVC's office and see if they have a view. But they would need to weigh up the precedent this may set for future requests. Also, the fact that it would need to be heavily redacted to ensure personal information is not disclosed.

Happy to discuss further.

Kind regards

s.47F Personal privacy

[Redacted]

[Redacted]

Principal Legal Counsel

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

s.47F Personal privacy

[Redacted]

[Redacted] | legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>

CRICOS Provider Code: 00120C | TEQSA Provider ID: PRV12002 (Australian University)

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From: Freedom of Information <foi@anu.edu.au>

Sent: Thursday, 26 February 2026 9:24 AM

To: s.47F Personal privacy

Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Hi

s.47F Personal privacy

Attached is the decision in 202500200.

The University Secretary viewed the documents and provided instructions s.47F Personal privacy

[Redacted]

s.47F Personal privacy

[Redacted]

From: s.47F Personal privacy
Sent: Wednesday, February 25, 2026 1:16 PM
To: Freedom of Information <foi@anu.edu.au>
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Hi

Just checking in on this one. Could you please send me what has been send to the Requestor so that I can review?

Kind regards

s.47F Personal privacy

Principal Legal Counsel

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

s.47F Personal privacy

legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>

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From: s.47F Personal privacy
Sent: Monday, 23 February 2026 9:54 AM
To: Freedom of Information <foi@anu.edu.au>
Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Hi

I can give advice on this one. Could you please send me a copy of the document?

I have a 78 page document on our legal file, but I just want to make sure I am

considering the same document subject to this FOI request.

Kind regards

s.47F Personal privacy

Principal Legal Counsel

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

s.47F Personal privacy

| legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>

CRICOS Provider Code: 00120C | TEQSA Provider ID: PRV12002 (Australian University)

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From: Freedom of Information <foi@anu.edu.au>

Sent: Thursday, 19 February 2026 5:22 PM

To: s.47F Personal privacy

Subject: FW: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Hi

I assume the University will not want to waive privilege in relation to his one, and I assume the question will require legal advice.

Can you please confirm or liaise with the appropriate area to advise?

s.47F Personal privacy

From: Legal Office <Legal.Office@anu.edu.au>

Sent: Tuesday, February 10, 2026 11:03 AM

To: Freedom of Information <foi@anu.edu.au>

Cc: s.47F Personal privacy

Subject: RE: 202600031 - FW: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

Good Morning [REDACTED]

Please be advised that Jasmine has oversight of this matter.

Kind regards, [REDACTED]

[REDACTED]
Legal Office Coordinator

University Legal Office
Legal, Governance & Risk Division

Level 3, Baldessin Building #110, Ellery Crescent

[REDACTED]

[REDACTED] | legal.office@anu.edu.au | <https://services.anu.edu.au/business-units/legal-governance-risk>
CRICOS Provider #00120C

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Regards,

[REDACTED]

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Sent: Wednesday, 4 February 2026 10:41 PM
To: Freedom of Information <foi@anu.edu.au>
Subject: Freedom of Information request - Executive Summary of Ashurst Report into NCI WHS Concerns

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Thank you,
Shakira

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https://www.righttoknow.org.au/change_request/new?body=anu

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If you find this service useful as an FOI officer, please ask your web manager to link to us from your organisation's FOI page.

From: s.47F Personal privacy
Subject: FOI 202600031
Date: Wednesday, March 4, 2026 7:24:00 PM
Attachments: [FOI 202600031 Decision Notice.docx](#)

Hi Phillip

Attached is the draft decision in the above matter – seeking the Executive Summary of the Ashurst report.

CPO have advised they do not wish to waive LPP.

While I could have added that even if LPP was waived the summary would be exempt under other provisions of the FOI Act I am now tending to the view the least said the better.

s.47F Personal privacy

s.47F Personal privacy

From: s.47F Personal privacy
To: s.47F Personal privacy
Subject: Re: FOI 202600031
Date: Thursday, March 5, 2026 8:43:19 AM
Attachments: [FOI 202600031 Decision Notice.docx.pdf](#)

Thanks s.47F Personal p

I appreciate the thoroughness. Signed and attached.

Regards,

s.47F Personal priv

—

s.47F Personal privacy

University Secretary

E: s.47F Personal privacy

From: s.47F Personal privacy
Sent: Wednesday, 4 March 2026 7:24 PM
To: s.47F Personal privacy
Subject: FOI 202600031

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s.47F Personal privacy

s.47F Person