**From:** [redacted] legal.office@anu.edu.au
**Subject:** AHRC-ANU contract for services - notice of breach [SEC=OFFICIAL]
**Date:** Friday, February 20, 2026 1:16:26 PM
**Attachments:** 2026-02-20 ANU - Notice of breach.pdf

---

> Some people who received this message don't often get email from graeme.edgerton@humanrights.gov.au. Learn why this is important

Dear [redacted]

I attach a letter to you identifying a material breach in the above contract. The letter describes action that the Commission requires you to take today.

Please let me know if you would like to discuss.

Kind regards,

**Graeme Edgerton**
General Counsel

**Australian Human Rights Commission**
GPO Box 5218, Sydney NSW 2001
[redacted] | W humanrights.gov.au




We acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders - past, present and future.

**********
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the sender immediately and delete all copies of this email, together
with any attachments.
**********

20 February 2026

s. 22 Irrelevant material
Centre Manager
POLIS: Centre for Social Policy Research
RSSS Building, Australian National University, Acton ACT 2600

Sent by email: s. 22 Irrelevant material
cc: s. 22 Irrelevant material
legal.office@anu.edu.au

Dear s. 22 Irrelevant material

# Contract for Services – Notice of breach

I am writing to make you aware of a material breach in your contract with the Australian Human Rights Commission (**Commission**), and to ask you to remedy it before close of business today.

## AHRC-ANU Contract for Services

As you are aware, the Commission and Australian National University (**ANU**) entered into a contract commencing on 29 January 2025 for POLIS to conduct a national survey, and produce a report on the prevalence and impact of racism experienced by students and staff in Australian universities (**Contract**). The Commission's report, which draws on the findings from the survey conducted by POLIS, was publicly released on Tuesday.

The terms of the Contract limit ANU's use of any Material brought into existence as part of its performance of the services to internal research, teaching and academic publication purposes. Further, prior to any proposed academic publication, ANU must provide the proposed publication to the Commission for its review and obtain the Commission's approval.

"Material" includes the final report prepared by POLIS under the Contract.

On 16 February 2026, the Commission's Contract Manager wrote to Professor Gray noting these contractual obligations.

## Material breach

Yesterday, we became aware that a copy of POLIS' report was provided to Universities Australia and its members. As at the time of sending this letter, the report is also available on POLIS' website:

https://polis.cass.anu.edu.au/research/publications/racism-racial-discrimination-australian-universities-report-racismuni-survey.

This is a material breach of the following terms of the Contract:

- C.B.1 Intellectual Property
- 21.E Confidential Information.

Throughout the project, the Commission assured the university sector that individual university data would not be shared publicly, other than best practice examples identified in the Commission's report. This was an important part of universities agreeing to participate in the project. Part A of POLIS' report at pp 317-324 includes university-specific data. The Commission has previously asked POLIS to remove this university-specific data from its report.

## Remedy sought

Please remove the POLIS report from the website immediately, and in any event by close of business today.

Any future proposed academic publications incorporating or referring to the Material must be provided to the Commission for our review. Written approval must be received by ANU prior to publication.

Yours faithfully,




Graeme Edgerton
**General Counsel**

Phone: s. 22 Irrelevant
Email: s. 22 Irrelevant material

**From:** [redacted] legal.office@anu.edu.au
**Subject:** AHRC-ANU contract for services - notice of breach [SEC=OFFICIAL]
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Yours faithfully,




Graeme Edgerton
**General Counsel**

Phone: s. 22 Irrelevant
Email: s. 22 Irrelevant material

Outlook

## Re: Draft response

**From** Matthew Gray s. 22 Irrelevant material
**Date** Fri 2026-03-13 9:05 AM
**To** s. 22 Irrelevant material

Dear s. 22 Irrele

Thanks.

Regards

Matt

---

**From:** s. 22 Irrelevant material
**Sent:** Thursday, March 12, 2026 7:12 PM
**To:** Matthew Gray s. 22 Irrelevant material
**Subject:** RE: Draft response

Hi Matthew,

The IVC's office has approved this from an ANU spokesperson:
"The paper was taken down after a legal notice was received from the Australian Human Rights Commission (AHRC).
"A concern expressed by the AHRC was addressed and the paper has now been republished online."

Cheers,

s. 22 Irrelev

---

**From:** Matthew Gray s. 22 Irrelevant material
**Sent:** Thursday, 12 March 2026 12:38 PM
**To:** s. 22 Irrelevant material
**Subject:** Re: Draft response

Hi s. 22 Irrelev

Thank you.

How about

ANU received an urgent legal takedown demand from AHRC and chose to take the report down until ANU could properly consider the request. ANU has now determined to put the Report back on the ANU website in accordance with its normal processes.

Can you make the statement from me. Professor Matthew Gray, POLIS: Centre for Social Policy Research

Thanks

Matt

Get Outlook for iOS

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**From:** s. 22 Irrelevant material
**Sent:** Thursday, March 12, 2026 9:55:20 AM
**To:** Matthew Gray s. 22 Irrelevant material
**Subject:** Draft response

POLIS (or was it the ANU?) received a legal notice from the Australian Human Rights Commission to take down the paper from the POLIS website.

The paper was removed and has subsequently been republished with some content redacted/changes to address the AHRC's concerns.

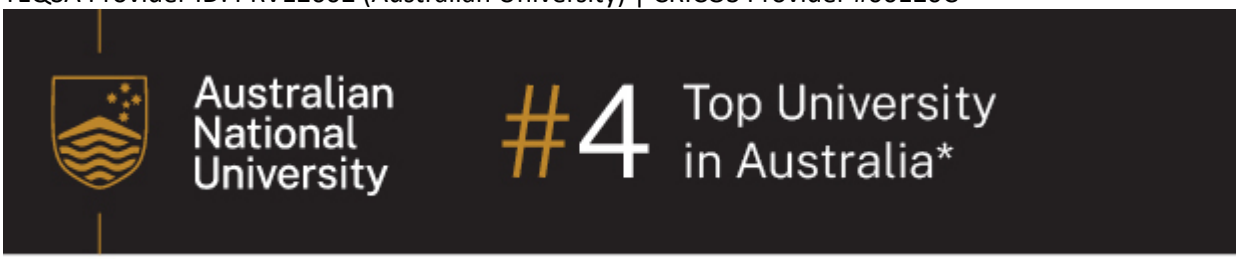
Both versions of the paper contained deidentified data.

Questions about why the legal notice was served should be directed to the AHRC.

s. 22 Irrelevant
Media Communications Officer
Communications and Engagement
The Australian National University
ACTON ACT 2601
s. 22 Irrelevant material

s. 22 Irrelevant material
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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.

Outlook

## Briefing Racism@Uni Survey

**From** Matthew Gray s.47F Personal privacy
**Date** Wed 2026-03-25 9:41 PM
**To** Rebekah Brown <Rebekah.Brown@anu.edu.au>
**Cc** s. 22 Irrelevant material

5 attachments (30 MB)
Letter to AHRC Gray.pdf; ANU response to AHRC comments 15 December 2025.docx; ANU response to AHRC comments.docx; Response to 14 jan mark up.xlsx; Contract_AHRC.pdf;

Dear Rebekah,

Following our discussion today a summary of what has transpired is below.

1. The ANU was contracted to design the Racism@Uni Survey, collect the data and to write a report on the results of the survey.

2. The survey data was collected in August/September 2025 and a draft report prepared. The AHRC provided extensive comments on the survey. The comments and the ANU response to these comments is attached. A number of changes were made to the ANU report but some of the changes were not made because to do so would have undermined the integrity of the report and breached academic standards (see attached). I advised the AHRC on 1 February 2026 that we would not make further changes to the ANU report and outlined the reasons for this (see attached).

3. The AHRC released their report on 17 February 2026. The AHRC report refers to the ANU reports (Part A and Part B) as appendices to the AHRC report and directs readers to the ANU reports for further information. I note that relatively recently (I am not sure exactly when) the AHRC have amended their report to no longer refer to the ANU reports as appendices.

4. The two ANU reports were placed on the ANU website on the 17 February or early on the 18 February 2026. The ANU Part A report placed on the ANU website did not include university level data (i.e., rates of racism at each university). It did include the number of respondents from each university. This information is not confidential. I am not confident that the claim made by the AHRC that they undertook not to publish this information is correct - certainly in meetings I was in this was not the commitment which was made by he AHRC.

5. Following the receipt of the legal threats and take down notice the ANU decided to temporarily remove the two ANU reports from the ANU website. s. 42 Legal Professional Priveledge

6. There was a article in Time Higher Education publication that reports on the take down notice and reports publicly the AHRC statement that the ANU report will be published following redaction. I decided to remove the information on the number of respondents from each university. I do not believe this was necessary or that we did anything wrong in including this information in the report. This information was removed given the concern expressed by the AHRC and my judgement that removing the information would comprise the integrity of the ANU report.

7. On 10 March 2026 the two reports were put back on the ANU website

Regards

Matt

**Professor Matthew Gray**
Director, POLIS@ANU: The Centre for Social Policy Research
Research School of Social Sciences
College of Arts and Social Science
The Australian National University
s. 22
Irrelevant

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Director, POLIS@ANU: The Centre for Social Policy Research
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s. 22
Irrelevant