



**National Tertiary
Education Union**
Let's aim higher

NTEU UNDA DIVISION

Room 103 Building ND4 Fremantle Campus
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27 March, 2024

Professor Francis Campbell
Vice Chancellor
University of Notre Dame Australia

Mr Michael Grant
Acting Chief People Officer
University of Notre Dame Australia

Dear Vice Chancellor and Chief People Officer

Re: Staff Concern regarding alleged crime in toilet facility (ND10)

A number of staff have raised concerns with the UNDA NTEU Branch regarding safety on campus.

Specifically, the incident resulting in a person being charged with using his mobile phone to film women in a University toilet facility over a six-month period. This incident has been upsetting for female staff, particularly for those who regularly use these facilities from the Library, Student Success, Chaplaincy and the School of Law and Business.

Whilst we appreciate the University has emailed staff regarding the incident, staff are now seeking further information about what took place, and more broadly, what steps the University has taken to make all campuses safer for women.

We are asking for specific information regarding:

- the exact timeframes involved for the incident in question (if possible) and the specific toilet cubicle/s involved, so staff can assess if they are also victims of this crime
- if there is any indication that the footage has been distributed beyond the person who collected it
- if the contractor had access to other buildings on campus
- if the police and/or the University performed a sweep of all other cubicles in bathrooms at the Fremantle campus to identify whether cameras have been used in other buildings. *If this did not occur, we request that it is done as a matter of priority.*
- whether security regularly checks campus toilets, and the nature of those checks. *If regular checks are not undertaken, we request that this be done as an additional measure for the peace of mind of staff on all campuses.*

In addition to the above, we request that the following actions are taken by the University:

- undertake a review of processes regarding key registers, including assessing how the key might have gone missing, and what steps were taken to locate the key.



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- undertake a review of building maintenance practices for bathrooms on campus. Holes in walls or ceilings should have been addressed during routine maintenance. Those remaining need to be addressed as a matter of urgency.
- provide an opportunity for affected staff to follow information about the case as it proceeds through the courts.
- brief key leadership personnel within the teams/schools most affected by the crime to assist them in providing better pastoral care to staff. This will require, at least, acknowledging the potential impact of this crime on staff, expressing concern, and communicating support opportunities.

We are happy to meet to discuss these issues, but we also ask that you respond in writing to our letter.

Yours sincerely

Patrick Hampton and the UNDA NTEU Branch Committee

President NTEU UNDA Branch

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