

**Subject:** RE: Gender Affirmation Guidelines Undermining Academic Freedom  
**From:** Gov Council <council@unsw.edu.au>  
**Date:** 1/10/21, 12:23 pm  
**To:** Anna Kerr <anna@feministlegal.org>

Dear Ms Kerr

UNSW thanks you for raising these concerns regarding the Gender Affirmation Guideline.

Under the University's Policy Framework, Council is responsible for approving Codes of Conduct, the President and Vice-Chancellor is responsible for approving Polices, and other documents such as Procedures and Guidelines are approved by senior officers in Faculties and Divisions.

The Gender Affirmation Guideline is a document developed and hosted by the Division of Equity Diversity and Inclusion. As you have noted, the Division confirms that Guidelines are not mandatory but staff and students are encouraged to comply with them. At UNSW we have a robust and clear policy regarding academic freedom and freedom of speech. Any staff member or student who wishes to comment on any matter, as long as what is said and how it is said is within the law, has the right to do so. They have the right and freedom to voice their views regarding the Gender Affirmation Guidelines should they wish to do so.

The Guideline was developed in collaboration and after extensive consultation with trans and gender diverse students, staff, Allies and the University community as well as expert external advice. If staff or students have comments, questions or concerns regarding the Gender Affirmation Guideline, then the appropriate process is for them to contact Diversity and Inclusion via [DIteam@unsw.edu.au](mailto:DIteam@unsw.edu.au).

Best wishes,  
James

**James Fitzgibbon**  
Director of Governance  
UNSW SYDNEY

T: 02 9065 6225  
M: 0403 190 123

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**From:** Anna Kerr <anna@feministlegal.org>  
**Sent:** Monday, 13 September 2021 9:17 PM  
**To:** Gov Council <council@unsw.edu.au>  
**Subject:** Re: Gender Affirmation Guidelines Undermining Academic Freedom

Dear James

I apologise for that oversight. This is the [link](#) for the Gender Affirmation Guideline.

Regards

Anna

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**On 13/9/21 5:34 pm, Gov Council wrote:**

Dear Anna

Thanks for your letter.

Would you please send me the link to the document so that I can properly identify it? You may have hyperlinked it in the letter but the link is not working in the PDF.

Thanks and regards,  
James

James Fitzgibbon  
Director of Governance  
UNSW SYDNEY

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

From: Anna Kerr <[anna@feministlegal.org](mailto:anna@feministlegal.org)>  
Sent: Monday, 13 September 2021 2:51 PM  
To: Gov Council <[council@unsw.edu.au](mailto:council@unsw.edu.au)>  
Subject: Gender Affirmation Guidelines Undermining Academic Freedom

Please find attached letter for Mr Gonski and fellow Council members.