



# **Independent Review into Nine Entertainment Television News and Current Affairs Workplaces (Review)**

## **Information for Participants**

### **Why is Nine undertaking this Review?**

Nine has commissioned an external independent review of its Television News and Current Affairs workplaces. The review responds to recent reports about allegations of misuse of power, sexual harassment and other inappropriate behaviour in its Broadcast division.

Nine has engaged an independent consultancy, Intersection, to conduct the Review. Intersection will engage with Nine's Television News and Current Affairs workforce to understand the experiences of current and former employees in relation to the abuse of power, sexual harassment and other inappropriate behaviour, including bullying and discrimination.

Nine is committed to accelerating work to build a culture of trust, fairness and respect across the organisation, and ensure a safe, respectful and inclusive workplace, where all employees can thrive.

The Review will provide Nine with recommendations on measures to achieve leading practice in preventing and responding to incidents of inappropriate behaviour, and support a strong culture of, and commitment to, safety, respect and inclusion across Television News and Current Affairs workplaces.

### **What is this Review about?**

The Review aims to provide current and former Television News and Current Affairs employees with the opportunity to share their experiences in relation to abuse of power, sexual harassment and other inappropriate behaviour in Television News and Current Affairs workplaces, in order to understand why incidents occur and identify risk factors, their impacts, experiences of and barriers to reporting incidents, and to make recommendations for change.

The Review will also examine Nine's systems and processes to prevent, manage and respond to incidents that occur, including how well it supports employees who experience incidents.

Current and former employees of Television News and Current Affairs will be given the opportunity to participate in the review through one-on-one confidential interviews, where they can disclose their experiences in a safe setting, or by making a written submission, to inform the review's findings.



## **Who is conducting the Review?**

Intersection is an external independent consulting organisation who have extensive experience in examining issues of bullying, discrimination, harassment and other inappropriate behaviours in the workplace and the impact of these and other factors on workplace cultures.

Intersection understand that these issues are sensitive and can raise difficulties or distress for some people. We have experience in creating safe and inclusive environments in which people can safely share their experience and views and you will always be treated with dignity and respect by our team. A list of support services is provided at the end of this information sheet.

By engaging Intersection, employees are assured that any information provided through discussions or in writing remains entirely confidential. Intersection will ensure the de-identification of any information provided by individuals who participate in the Review.

## **Who can be involved in the Review?**

The Review is open to Nine Television News and Current Affairs employees at all work locations across Australia. Details on how to participate are provided below.

## **Do I have to be involved?**

Participation in this Review is entirely voluntary, you do not have to take part if you do not wish to. If you choose to participate, but later change your mind, you can withdraw from participating at any time.

## **What does taking part involve?**

You can contribute to the Review by:

- Participating in a confidential one-on-one interview
- Making a confidential written submission, or

### *Confidential one-on-one interviews*

Interviews will involve a member of the Intersection team speaking with you about your experiences working in the Television News and Current Affairs division. Interviews take approximately 45-60 minutes and can be conducted either in person or virtually.

Information gathered in interviews is confidential and will be used to gain a deeper understanding of individual experiences of employees in relation to inappropriate behaviour and workplace culture in Nine's Television News and Current Affairs workplaces.

Interviews will be recorded with the permission of participants. If you do not wish to be recorded but would like to participate you can let the Intersection team know and written notes can be taken instead.



If you would like to schedule an interview with a member of the Intersection team, please use this link <http://intersection.work/nine-review-form> to complete the form as soon as possible and by **Monday 24 June 2024**.

### **What will I be asked in an interview?**

If you choose to participate in an interview, you will be asked questions about your experiences in relation to incidents involving abuse of power, sexual harassment or other inappropriate workplace behaviours, while working in Television News and Current Affairs.

You may be asked about the impacts the incidents have had on you, risk factors contributing to inappropriate workplace behaviour, whether or not you reported the behaviour and why, and your experiences if you did make a report and how this was managed. You'll be invited to share your experiences, views and suggestions for change.

You do not have to answer all questions; you can choose to skip questions and you may stop participating at any time. The team at Intersection understands that talking about these issues can cause distress and discomfort. All participants will be treated with dignity and respect and provided with information about where they can seek support.

### *Written submissions*

A submission is a written contribution to the Review provided directly to Intersection, by email or in an attached word document.

All submissions will be treated confidentially and submissions can be made anonymously.

There is no standard format for submissions; they can be as long or as short as you would like and address some or all of the issues below.

Your written submission can provide your views and experience in relation to the issues that Intersection is examining – **abuse of power, sexual harassment and other inappropriate workplace behaviours such as discrimination and bullying in Television News and Current Affairs workplaces**. Intersection is interested in understanding (this list is not extensive and is provided as a guide only):

- people's experience of these behaviours and their impacts
- risk factors and drivers of these behaviours
- people's awareness of avenues for, and experiences of, seeking support
- people's experience of reporting processes (if used)
- the reasons why people may not wish to report inappropriate workplace behaviour
- people's assessment of how safe, respectful and inclusive Television News and Current Affairs workplaces are
- suggestions for improvements in the prevention of these behaviours and the response to incidents of such behaviours.



Your written submission can be made directly to the Intersection Review Team at: [nineconfidential@intersection.work](mailto:nineconfidential@intersection.work)

The submission process is now open and will close on **5 July 2024**.

**I have a question about participating in the Review, who do I contact?**

If you have any additional questions regarding participation in the Review please send an email to the Intersection Review Team at [nineconfidential@intersection.work](mailto:nineconfidential@intersection.work)

**Who can I contact if I need help or support now?**

**National support services and information for sexual harassment, sexual assault and mental health:**

**1800RESPECT** (Phone: 1800 737 732) can provide counselling 24-hours a day, 7 days a week.  
Website: <https://www.1800respect.org.au/>

**Lifeline**

24-hour crisis support and suicide prevention.

Ph: 13 11 14

Website: <https://www.lifeline.org.au/>

**beyondblue**

Mental health support.

Ph: 1300 224 636

Website: <http://www.beyondblue.org.au/>

**Nine Entertainment's Employee Assistance Provider – Converge**

Ph: 1300 687 327

Email: [eap@convergeintl.com.au](mailto:eap@convergeintl.com.au)

**Nine Entertainment's Your Call Service**

Ph: 1800 197 069

Website: <http://www.yourcall.com.au/nine>