

29 April 2016

**Private & Confidential**

Professor Peter Ridd  
Professor of Physics  
College of Science and Engineering  
James Cook University  
TOWNSVILLE QLD 4870

Townsville Campus  
Townsville Qld 4811 Australia  
Telephone (07) 4781 4111  
International +61 7 4781 4111  
[www.jcu.edu.au](http://www.jcu.edu.au)

Professor Chris Cocklin  
BSocSc (Waikato) MA (Guelph)  
PHD (McMaster) DipBusSt (Massey)  
Senior Deputy-Vice-Chancellor  
Telephone (07) 4781 6884  
International +61 7 4781 6884  
Mobile +61 (0)427 765 470  
Email [sdvc@jcu.edu.au](mailto:sdvc@jcu.edu.au)

Dear Professor Ridd,

**Formal Censure**

I refer to the allegations of misconduct provided to you on 12 April 2016, and your response to the allegations emailed to Director, Human Resources on 14 April 2016.

After careful consideration of all relevant evidence, as well as information provided by you in response to the allegations, I am satisfied that you have breached JCU's Code of Conduct and that 'Misconduct' (as defined by the JCU Enterprise Agreement 2013-2016) has occurred without reasonable excuse.

In particular, it has been found that:

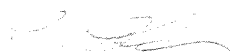
- Your actions breached Principle 1 of the Code of Conduct and its requirements to act in a collegial way and in the academic spirit illustrated by the use of the terms:
  - *"...GBRMPA and the ARC Centre of Excellence should check their facts before they spin their story"*
  - *"My guess is that they will both wiggle and squirm because they actually know that these pictures are likely to be telling a misleading story - and they will smell a trap."*
- You breached Principle 1 of the Code of Conduct by going to the media in your professional capacity in a way that was not collegial and did not respect the rights of others or uphold professional standards. This includes using the language above in an external environment.
- You breached Principle 1 of the Code of Conduct by not displaying responsibility in respecting the reputations of other colleagues. Your actions were seen to be directed at individuals, and named their position titles calling into question their professional and/or academic integrity.
- These actions also breached Principle 2 of the Code of Conduct, which did not uphold the integrity and good reputation of the University.

As a result, I am issuing you with a formal censure. Should there be a further breach during your employment at James Cook University, it could lead to further disciplinary action which could amount to serious misconduct.

In future it is an expectation that in maintaining your right to make public comment in a professional, expert or individual capacity in an academic field in which you are recognised, it must be in a collegial manner that upholds the University and individuals respect. If you are unclear about these obligations or require any additional support please seek the advice of your Dean before expressing view in a similar way in future.

You are reminded that JCU has an Employee Assistance Program offering a free and confidential counselling service on 1300 360 364.

Yours sincerely



**PROFESSOR CHRIS COCKLIN**  
**SENIOR DEPUTY-VICE-CHANCELLOR**  
*cc. Professor Marcus Lane, Dean, Science and Engineering*