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From: Annelies Crowe <[REDACTED]>  
Date: 6 April 2016 at 14:48  
Subject: Meeting Request  
To: Patrick McIntyre <[REDACTED]>, Rachael Azzopardi  
<[REDACTED]>  
Cc: [shill](#) <[REDACTED]>

Dear Patrick and Rachael,

I'm writing because I have requested a meeting with both of you, and I'd like Serena to come too, on Monday morning to discuss a very sensitive matter.

The matter involves Eryn Jean Norvill and Geoffrey Rush. EJ asked me to meet her yesterday where she revealed that she was sexually harassed on multiple occasions by Geoffrey Rush during rehearsals and the season of King Lear.

This is the outline of what she told me;

In the beginning, she had heard rumours about Geoffrey's behaviour in the past but believed she had a platonic, intellectual relationship with him, and didn't feel the need to steer clear of him.

When rehearsals began, it started out with mild commentary of her in the room, suggestive comments and flirting. She used a few different strategies in the beginning, laughing it off, ignoring him, and trying to dissuade him. Once she felt uncomfortable, she directly said to him that his behaviour and comments were making her feel uncomfortable and she would like him to stop, which he didn't. As they went into the theatre, things progressively got worse to where she felt quite afraid when she was backstage. Other members of the cast would have seen him touching her back stage, but didn't do anything. At it's worse, when he had to carry her on as a dead body, he would grope her as he picked her up, and when she was lying on the stage 'dead', he would grope her with the hand that was upstage of the audience. At the closing night party at Walsh Bay Kitchen, she went into the bathroom and when she turned around Geoffrey was in there standing behind her. At this point EJ broke down, fell to the floor and told him to leave, he said nothing and left. This was the first time she saw some recognition in his face that he realised he had crossed a line.

I saw EJ about 5 minutes after this occurred on closing night, and could tell she was very upset. I asked her if she wanted to talk, and she said not tonight but soon. Knowing Geoffrey's reputation I'm afraid I'd assumed he may have been the cause but didn't want to push her at the time. I also knew she was going through some personal troubles at the same time, so thought it could have been unrelated. On the following Monday, I emailed EJ to check in with her, she still said she wasn't ready to talk about it, but would come back to me if she changed her mind, and so I gave her the information of our staff counsellors and encouraged her to access the service if she felt the need. She told me last night she did use a few sessions with a counsellor there and it was somewhat helpful.

Most, if not all of the cast and crew would have witnessed this happening in rehearsals and in the theatre. But most concerning, EJ directly approached each of the 3 other females in the cast to get their advice, and they each brushed it off. She approached a few of the younger males in the cast but they said they didn't know what she should do. She then approached Neil in her dressing room one evening and told her she was having difficulties with Geoffrey and was concerned about his behaviour, and Neil said he would talk to him, but the harassment continued. She did not approach Georgia Gilbert directly because she felt Georgia was already working two shows and didn't want to burden her further.

I discussed all of the above with Serena this morning, and as I said, we'd both like to meet with you on Monday to speak further. I also spoke to Francisca (without naming names) to check whether I had an obligation as an employee to do anything specific with the above information, and she encouraged me to write to you both immediately. Francisca also said she would like HR included on the initial meeting so they are across the situation, but I'm not sure if initially it would be better to keep it to the four of us?

I'm sorry I've had to send this via email, but I thought it important you have this information as soon as possible.

With thanks,

Annelies

Annelies Crowe

Company Manager  
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