

December 2025 SRC MINUTES

3.12.25 | 6.57pm | CB11.04.402

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1. Opening of meeting at 6:57pm

1.1. Acknowledgement of Country

Neeve delivers the acknowledgement of country, acknowledging the Gadigal people of the Eora nation upon whose ancestral lands UTS stands, and extends respect to elders past, present and emerging and any Indigenous people present today. Neeve acknowledges that sovereignty was never ceded, and that this always was and always will be, Aboriginal land.

1.2. Confirmation of Deputy Chair

Neeve calls for nominations for Deputy Chair. Salma nominates as Deputy Chair. There are no other nominations for Deputy Chair, so Salma is confirmed as Deputy Chair.

1.3. Attendance, Apologies and Proxies

Attendees

Name	Position (Councillor, Student Observer, Staff)
Neeve Nagle	President
Salma Elmubasher	General Secretary
Cam Perez	Assistant General Secretary
Sina Ashfarmeher	Welfare Officer
Ella Haid	Education Officer
Francesca Harrison	Women's Officer
Taya Morante	Indigenous Officer
George Tulloch	Postgraduate Officer
Rose Saksena	International Student's Officer
Amelia Wilson-Williams	Disabilities Officer
Grace Cole	Queer Officer
Eamonn Ryan	Environment & Technology Officer
Omar El-Sobihy	Ethnocultural Officer
Aaron Choy	General Councillor
Isabella Taylor	General Councillor
Jonothan Waters	General Councillor

Yasmine Johnson	General Councillor
Liyara Flavel	General Councillor
Andrew Brogden	General Councillor
Ibrahim Hadi	General Councillor
Benjamin Grant-Skiba	General Councillor
Rohen Snowball	Observer
Brendan Tate	Observer
Zack Hossain	Observer
Oscar Favelle	Observer
Jessica Van Den Broek	UTSSA Staff
Mariah Brown	UTSSA Staff
Emanie Darwiche	Vertigo
Kimia Nojournian	Vertigo
Nuha Dole	Vertigo
Asha Johnston	Vertigo
Laurie Lim	Vertigo
Mariam	Vertigo
Zara Hatton	Vertigo Head of Student Publications

Apologies

Name	Position (Councillor, Student Observer, Staff)
Sreekar Reddy Edulapalli	Post-Graduate Council Representative

Proxies

Name	Proxy Accepted By
Isabella Taylor	Cam Perez
Taya Morante	Sina Afsharmehr
Amelia Wilson-Williams	Omar El-Sobihy

Grace Cole	Liyara Flavel
Francesca Harrison	Cam Perez

1.4. Declarations of Interest

Neeve calls for declarations of interest to be made for this meeting.

George Tulloch declares his interest as a result abstaining from Motion 8.1.

2. Confirmation of Previous Minutes

There are no minutes on notice.

2.1. Executive Business

No Executive business on notice.

3. Matters Arising from the Minutes

No minutes on notice.

4. Correspondence

There is no correspondence on notice.

5. Office Bearers' Reports

There are no office bearer reports for this month as they entered this role very recently.

5.1. President's Welcome

Neeve Nagle introduces herself, and is expressing her honour and appreciation to be our new president. She mentions she has big shoes to fill, as her mentor and predecessor is Mia Campbell.

6. Other Reports

6.1. Committees

No reports

6.2. Reports from Councillors, Convenors and Staff as requested or required.

No reports

7. Operational and Procedural Business, Stipends and Reimbursements.

7.1. Approval of Vertigo Budget

Preamble:

At the start of each year, the UTSSA is required to approve the annual budget for Vertigo. An allocation for each figure based on the table provided will be amended into the Action point of this motion following discussion.

Action:

AMENDED: The UTSSA SRC approves the following amounts for each section of the 2025 Vertigo Budget: \$12,000

Emanie asks for the UTSSA to send through all correspondence to the Editor In Chief vertigo email and cc' Kimia (Managing Editor).

Emanie speaks to why specs have increased; claiming there was an increase in page and size with 1500 expected copies due to O'Day.

Mia Campbell speaks against the proposed budget; says that this is a crazy amount of money, unacceptable, and the event budget upfront is potentially fraudulent.

Mariah Brown says that we should be working on issue one for now and go on each issue in the Vertigo working group.

Mia agrees and states that we changed the constitution at the end of 2024 by saying that it is operational costs now instead of just general costs.

Emanie apologises and that it is because of their handover, open to thinner gsm and open to discuss mid jan, also says that she is open to go down to 150 gsm.

Neeve asks the thickness of page GSM and comparison to a regular book.

Emanie says it's thicker but rippable and not too thin so that it doesn't bleed.

Neeve pulls up her book and expresses concerns that if it's too thick, pickup is not going to increase.

Emanie says that she doesn't want the design to bleed.

Taya asked for an example for GSM comparison.

Mariah says pages were GSM 150 last year with the first issue costing \$9795.13 including GST.

Neeve says we are moving away from having the Vertigo archive on Issuu and no longer using Issuu moving forward.

Vertigo has no objections to removing Issuu membership.

Neeve proposes that we use the Vertigo working group to source different quotes and bring a more informed proposal to January SRC. SRC will look at approving social media budget, events budgets and sticker budget at a later date.

Neeve proposes an amendment to only approve an upper spending limit of 12k for the first issue.

Mover: Cam Perez

Secunder: Sina Afsharmehr

The motion passes unanimously.

7.2. Election of Grievance Committee

Preamble

The Grievance Committee is established by the Association and must operate in accordance with the Constitution and By-Laws. It is appointed at the first meeting of the SRC after Reps Elect. The Grievance Committee may initiate an investigation, or dispute resolution, on referral by any student to a member of the Grievance Committee or by another manner specified by the Grievance Committee.

Action

That the SRC appoints:

1. Lisa Windon and Anthony Moon as the Association staff representatives of the Grievance Committee.
2. Neeve Nagle and Cam Perez as the Association members of the Grievance Committee.

Neeve reads the preamble in full.

Mover: Grace Cole

Secunder: Sina Afsharmehr

The motion passes unanimously.

7.3. Election of Vertigo Working Group Appointment

Preamble

The SRC members of the Vertigo Working Group must be appointed at the

first meeting of every term. This group follows the procedure outlined in Schedule 4, section 6.2 of the UTSSA By-Laws.

Action

That the SRC will appoint the following members of SRC to the Vertigo Working Group:

1. Eamonn Ryan
2. Cam Perez
3. Amelia Grace Wilson Williams

Neeve reads the preamble in full.

Mover: Eamonn Ryan

Seconder: Grace Cole

The motion passes unanimously.

7.4. Election of Finance Committee

Preamble

The Finance Committee is established by the Association and must operate in accordance with the Constitution. It is appointed at the first meeting of the SRC after Reps Elect. The Finance Committee is responsible for preparing the Association's annual budget for consideration and approval by the SRC and monitoring the performance of the Association against its annual budget and reporting to the SRC on matters of concern. The Finance Committee is chaired by the General Secretary and automatically has the President and Assistant General Secretary as members.

Action

That the SRC will appoint the following members of SRC to the Finance Committee:

1. Sina Afsharmehr
2. Isabella Taylor
3. Omar El-Sobihy

Neeve reads the preamble in full.

Mover: Aaron Choy

Second: Grace Cole

The motion passes unanimously.

7.5. Election of Policy Committee

Preamble

The Policy Committee is established by the Association and must operate in accordance with the Constitution. It is appointed at the first meeting of the SRC after Reps Elect. The Policy Committee is responsible for reviewing the policies and documents of the Association and is responsible, in conjunction with the staff of the

Association, for maintaining a register of any policies approved by the SRC, which is to be available on the Association's website. The Policy Committee is chaired by the President and automatically has the General Secretary and Assistant General Secretary as members.

Action

That the SRC will appoint the following members of SRC to the Policy Committee:

1. Eamonn Ryan
2. Francesca Harrison
3. Yasmine Johnson

Neeve reads the motion in full.

Mover: Sina Afsharmehr

Second: Aaron Choy

The motion passes unanimously.

7.6. Upgrade of Presidential Office

Preamble

Currently, the President's Office lacks a dedicated area for the General Secretary as was previously provided. As we commence a new term it is appropriate that the General Secretary is provided an adequately secure and private workplace as they deal with some of the more confidential and administrative work of the UTSSA. This money will be used to purchase a new desk, chair, storage and other items as necessary for the General Secretary to join the space.

Action

That the SRC approves an upper spending limit of \$2000 to upgrade the Presidential Office to include the General Secretary in this space. The spending will be overseen by the President and the General Secretary.

Neeve speaks to the importance of having a physical space for her and the General Secretary to work together in. As this would increase the productivity and collaboration within the Association.

Mover: Sina Afsharmehr

Secunder: Cam Perez

The motion passes unanimously.

7.7. Funding for President's Summit

Preamble:

The annual Presidents' Summit is expected to take place in early 2026, with recent conferences historically occurring in early February. However, the first SRC meeting of 2026 will not occur until late January, creating a narrow timeframe for approvals, bookings, travel arrangements, and other necessary preparations.

At present there is no confirmed program, location, or costing for the upcoming Presidents' Summit. However, attendance by the UTSSA President and/or another UTSSA representative is essential to ensure the Association is represented in national discussions, sector-wide planning, and key policy development that directly affects UTS students.

To prevent administrative delays and avoid higher costs associated with last-minute bookings, there is a need to set an upper spending limit in advance.

Action:

That the SRC approves a maximum of \$300 per person for travel related expenses and \$300 per person for accommodation related expenses for the President and General Secretary or their nominated representative to attend President's Summit in 2026.

Neeve reads the preamble in full.

Mover: Sina Afsharmehr

Secunder: Eammon Ryan

The motion passes unanimously.

7.8. Approval of O'Day Spending

Preamble

O'Day is a vital opportunity for Office Bearers to engage with students, promote the UTS Students' Association, and distribute information about UTSSA services, collectives, and campaigns. To ensure each portfolio is able to meaningfully participate, adequate funding is required to cover the reasonable costs of running stalls and engaging students. These costs may include printing of promotional materials (flyers, posters), merchandise for giveaways (stickers, badges, tote bags), stall decorations, supplies for interactive activities or engagement tools, snacks for students visiting stalls.

O'Day is also a key moment for whole-of-Association visibility. Coordinated promotional efforts led by the President, General Secretary, and Marketing Director are essential to continue strengthening UTSSA branding, increasing student awareness, and ensuring strong engagement heading into the academic year. To deliver this, an upper spending limit must be approved in advance including large scale promotional materials and UTSSA-wide branding initiatives.

Action:

The SRC:

1. Approves an upper spending limit of \$200 per Office Bearer for costs associated with running an O'Day stall for Autumn Semester.
2. Approves an upper spending limit of \$1,000 for the President and General Secretary to work alongside the Marketing Director on an O'Day visibility campaign for the UTSSA.

Neeve reads the preamble in full.

Mover: Sina Afsharmehr

Secunder: Aaron Choy

The motion passes unanimously.

8. Other Business Arising on Notice

8.1. Engagement With UTS Startups on Internship Pathways

Preamble:

The UTSSA recognises the increasing need for meaningful, ethical, and accessible internship and project-based opportunities for UTS students, particularly postgraduate students and international students, who face heightened barriers to employment, financial pressure, and industry exposure. Strengthening collaboration with UTS Startups aligns with the UTSSA's constitutional objectives to promote the interests and welfare of students and support appropriate bodies within the University. As Postgraduate Officer and International Student Officer, we note that postgraduate, HDR and international students consistently raise concerns regarding a lack of structured, accessible pathways into university-adjacent innovation ecosystems. Collaboration with UTS Startups represents a key opportunity to address this.

Action:

That the UTSSA requests that UTS Startups engage with the UTSSA to explore potential pathways for internship, placement, and project-based opportunities with UTS Startups member companies; and

1. That the UTSSA seek to identify feasible and student-focused internship structures (paid wherever possible) suitable for both undergraduate and postgraduate students;
2. That any proposed framework prioritise fair working conditions, accessibility, student welfare, and alignment with UTSSA values;
3. That the Postgraduate Officer and International Students Officer convene an initial meeting with UTS Startups leadership to scope collaboration possibilities; and
4. That the officers named in part 3 provide a progress report to the next ordinary meeting of Council.

George Tulloch speaks in support, he says that connection to both business and as a post graduate is why he ran for his position as Post-Graduate Officer. He states that availability of jobs is cooked for Post Grad students and international students. Solution to support these students into startups due to the scale of startups.

Mover: George Tulloch

Seconded: Rose Saksena

Votes for:

1. Salma Elmubasher
2. Cam Perez
3. Sina Ashfarmeher
4. Francesca Harrison
5. Taya Morante
6. George Tulloch
7. Rose Saksena
8. Amelia Wilson-Williams
9. Grace Cole
10. Eamonn Ryan
11. Omar El-Sobihy
12. Aaron Choy
13. Liyara Flavel
14. Ibrahim Hadi

Abstentions:

1. Yasmine Johnson
2. Ella Haid
3. Jonathon Waters
4. Ben Grant-Skiba
5. Andrew Brogden
6. George Tulloch

The motion passes.

8.2. Solidarity with the NTEU and Congratulations on Last Week's Strike

Preamble:

Members of the National Tertiary Education Union (NTEU) at UTS undertook protected industrial action last week in their fight for safe workloads, fair pay, secure jobs, and a university that values both staff and students. Solidarity with our staff is essential to improving the welfare of our students and to resisting the ongoing corporatisation of the university. This action followed months of stalled negotiations and sustained cost cutting by university management. The strike was well attended, strongly supported by students, and demonstrated the strength and determination of

union members standing up for quality education.

Platform:

That the SRC:

1. Congratulates NTEU members at UTS for their strong and principled strike action last week and reaffirms our support for ongoing industrial action taken by university staff.
2. Acknowledges that staff working conditions are student learning conditions and that our interests are directly aligned.
3. Reiterates that the UTSSA believes in the importance of respecting picket lines and condemns any UTSSA representatives who cross a lawful picket line in the future.
4. Commits to ongoing collaboration with the NTEU to build a stronger, fairer, and more democratic university and; The UTSSA strongly encourages all UTSSA representatives & students to attend protests & future strike events, picket lines, and rallies in solidarity with staff.

Action:

The President and General Secretary will write to the NTEU UTS Branch to congratulate members for their action last week and to express our continued solidarity.

Mover: Salma Elmubasher

Secunder: Grace Cole

Ella speaks to the motion, saying she wants to hold up a mirror to the other factions, as their attendance in political demonstrations are minor. She makes a comment about taking a day off work to attend.

Neeve says that people need to work and international students cannot risk financial precarity.

Rose flags how international students risk losing their visas when speaking against the government.

Andrew says that we need to take a stand, and that it is important to continue to show up.

Ella moves to amend the motion. The amendment goes as follows; to include, in action point 4 "*The UTSSA strongly encourages all UTSSA representatives & students to attend protests.*" after 'Commits to ongoing collaboration with the NTEU to build a stronger, fairer, and more democratic university and,'

It is amenable to the mover.

The motion as a whole goes to a vote.

The motion passes unanimously.

8.3. Establishing a UTSSA Campaign for Free Pregnancy Tests and Reproductive Health Support.

Preamble

There are significant financial, medical, and emotional barriers students face in accessing timely reproductive healthcare. Pregnancy tests can be unaffordable or inaccessible for many students, particularly those experiencing cost-of-living stress or unstable housing. Early access to testing and clear pathways to support are essential to students' health, safety, academic progress, and wellbeing.

There is an opportunity for the Women's Officer to provide access to practical, stigma free reproductive health resources on campus. Expanding access to pregnancy tests and clear information about nearby clinics, abortion services, and fertility support will materially improve student welfare and ensure that students can make informed decisions about their bodies and their lives.

Action:

That the SRC:

1. Establish a campaign to provide free, confidential pregnancy tests to UTS students on campus, coordinated through the UTSSA.
2. Also produce and distribute a confidential resource guide outlining nearby clinical services offering abortion access, reproductive healthcare, fertility assistance, counselling, and related support.
3. Ensure all distribution methods uphold privacy, safety, and accessibility for all students.
4. Report back to the SRC with implementation details, budget requirements, and a proposed launch timeline as soon as possible.

Mover: Francesca Harrison

Seconder: Cam Perez

Francesca speaks to motion about prioritising students and supporting them and adding onto the period products campaign.

Neeve speaks and says it's great, flags how expensive it is, and includes info about what a student should do if they do test positive, good initiative by the women's officer.

The motion passes unanimously.

8.4. Reminder to All NatCon Attendees of the UTSSA Conference Policy

Preamble

The National Union of Students National Conference (NatCon) is a significant event at which UTSSA representatives participate as delegates, observers, and student media. Attendance at NatCon is governed by the UTSSA Conference Policy, which outlines expectations, responsibilities, attendance requirements, behavioural standards, and potential consequences for misconduct.

The UTSSA Code of Conduct applies in full to all UTSSA representatives at NatCon, including its provisions regarding expected behaviour, unacceptable behaviour, and consequences for breaches.

Given the size, intensity, and political nature of NatCon, and in the interest of ensuring safety, accountability, and professionalism, it is necessary to remind all attendees of their obligations prior to the conference.

Action

That the SRC:

1. Reminds all UTSSA representatives attending NatCon that they are required to follow the UTSSA Conference Policy, including but not limited to:
 - a. adhering to the UTSSA Code of Conduct at all times;
 - b. attending a minimum of 80 percent of conference sessions and activities;
 - c. actively participating in conference business; and
 - d. submitting a post-conference report of 200 to 500 words to the following SRC meeting.
2. Emphasises that unacceptable behaviour as outlined in the Code of Conduct, including harassment, discrimination, intimidation, aggressive conduct, or behaviour that brings the Association into disrepute, will not be tolerated.
3. Notes that consequences for breaches of either the Code of Conduct or the Conference Policy may include warnings, required apologies, referral to the Grievance Committee, and temporary or permanent bans from attending future conferences.

Mover: Sina Afsharmehr

Seconder: Liyara Flavel

Neeve speaks to the motion and the policy, reminds them of code of conduct, not just delegates but also observers, must actively participate, submit a report at the next SRC meeting.

Yasmine says that its used to silence debate most of the time its applied, and is upset about the tone of this meeting as well stating that she feels that she political debate is being silenced just bc people leave a political debate being sad

Neeve says that it's not about political dissent or debate but rather not being harassed, assaulted etc, she says she respects all of their ability to debate, and she's confident they can not do that while broken with code of conduct.

Neeve opens the floor to speakers.

Ella speaks, says that the university acts in the same way and doesn't represent how it was being used.

Salma says she was told that unions support Palestine, and asked why she did not want to support a motion directly after December SRC 2024 asking for the UTSSA to send pizza to the woolworths workers on strike in 2024. Salma states that Ella cornered her and said that unions support Palestine so why did she not want to at least take a solidarity picture for them.

Yasmine and **Ella** state that although they were reprimanded, they do not recall this. Yasmine then claims that the Unity faction weaponised the code of conduct against the Socialist alternative faction at UTS.

Mia Campbell, as a student, speaks to the fact that this is not true and that the National conference got really aggressive and was full of harassment from Socialist Alternative. She also states that this protects them also. Mia says the discussion was the motion; UTSSA shouldn't pay for pizzas for a protest 200kms out and that the second action point was about a photo, they continued the debate and targeted Salma.

Yasmine denies this.

Omar speaks to reiterate the motion and expresses that it is meant to protect our students and that they are misrepresenting it to 'suppressing free speech' and that this stops them from allowing themselves to have free reign without reprimand.

Yasmine says what is free speech? Expression of legitimate debate.

The motion passes unanimously.

9. General Business

Yasmine moves a procedural to move general business to schedule 3 in the meeting.

Ella Haid seconds.

This procedure passes.

Yasmine asks to discuss NUS lockout of socialist alternative faction from NUS by the other factions.

Neeve moves a procedural to have the discussion be taken in camera.

Liyara Flavel seconds.

The motion goes to a vote:

Votes in favour:

1. Eammon Ryan
2. Aaron Choy
3. Grace Cole
4. Liyara Flavel
5. George Tulloch
6. Taya Morante
7. Sina Afsharmehr
8. Omar El-Sobihy
9. Amelia Wilson Wills
10. Cam Perez

Votes against:

1. Yasmine Johnson
2. Ella Haid
3. Jonathon Waters
4. Ben Grant-Skiba
5. Andrew Brogden

The procedural passes and is now discussed in camera.

Neeve moves a procedural for the discussion to be minuted again 15 minutes after discussion.

Cam seconds.

Motion passes unanimously.

Yasmine Johnson submits motion to the General Secretary as follows:

The UTSSA condemns attempts to lock out left wing activists from the NUS

Preamble

The UTSSA recognises the importance of the campaigns run through the NUS Education Office this year for the role they played in giving an activist, left wing lead to students outraged by the genocide in Gaza.

In particular, the Student Referendum for Palestine and the Free Speech Inquiry were foundational campaigns to the strength of the student Palestine movement. One reason that these campaigns were important was that they were willing to call out the Labor government which has overseen Australia's complicity in the Gaza genocide.

The UTSSA opposes any NUS deals which lock out Palestine activists such as the current attempts to lock out Socialist Alternative members and delegates elected on Left Action / Social Justice tickets from Office Bearer positions.

The UTSSA recognises the importance of student unions, including the National Union of Students, criticising the Federal and State Labor Governments.

Action

That the UTSSA:
releases a public statement condemning the attempts by factions of the NUS to lock out the Socialist Alternative and Left Action/Social Justice factions from key NUS positions.

Neeve calls for a vote on whether the matter is urgent and should be allowed to go to a vote.

Passes unanimously.

Mover: Ella Haid

Ella states that the motion condemns the locking out of a left wing social justice faction and the removal of them on the table.

Seconder: Yasmine Johnson

Yasmine states that the Labor factions say that whoever is Labor doesn't want salt at the table, and that James McVicar Education officer NUS has done the only real work on the NUS.

Speakers Against:

Neeve states that she will not be condemning her faction.

Cam states that she will not be condemning her faction.

The motion goes to a vote.

Votes in Favour:

1. Yasmine Johnson
2. Andrew Brogden
3. Jonothan Waters
4. Ben
5. Ibrahim

Votes Against:

1. Eammon Ryan
2. Aaron Choy
3. Grace Cole
4. Liyara Flavel
5. George Tulloch
6. Taya Morante
7. Sina Afsharmehr
8. Omar El-Sobihy
9. Amelia Wilson Wills
10. Cam Perez
11. Francesca Harrison
12. Rose Sakseena

Abstentions:

None

The motion fails.

10. Close of Meeting at 8.40pm