

**Transcript of meeting between Rizwaan Sabir, Professor
Andréas Bieler, Paul Greatrix (Registrar) and Gary Stevens
(Head of Security (HOS)) on 15 July 2008 to discuss anti-terror
arrests at the University of Nottingham on 14 May 2008
(Operation Minerva)**

Registrar: [Inaudible] ... Just to make sure that in terms of your studies you're okay and that things are progressing in terms of the School. We, obviously, were aware of your arrest in May and release six days later, without charge. There were conditions, I think, placed on you, I think, following your release, and this whole incident has generated, as you will be aware, a lot of debate and discussion within the university and I understand from the letter you were given said that the argument about your academic use of the al-Qaeda training manual was accepted ... [inaudible] ... but you've been advised as to your future use of such material, and, I think, one of the things that has been raised with me by different people, is that this ... how did the police reach their judgement about that particular issue and what has been made clear to me is that they spoke to a whole range of people across the university before arriving at that conclusion as well as speaking to their own lawyers. The advice that I've also had independently is that the kind of material that was concerned should be regarded as if it were 'toxic waste' and that we should be very careful, all of us, in how we approach it. So really I just wanted to see how things were because obviously when students, in any position, are involved with the police we do seek to talk to them afterwards because there are issues in terms of our own Code of Conduct and Student Code of Discipline that are of massive concern to us, and obviously, although there were very serious issues around you in terms of the terror arrest, there are also issues for the university in terms of our Code of Discipline in relation to students and use of computers, transmission of data and use of our facilities. The one thing that I never still, and because we've never had the conversation, is understanding the relationship between you and Mr Yezza, who was a staff member in Modern Languages and Cultures. Now, I'm intrigued at, you know ... because the whole thing sparked because him being in possession of this document, and I've read the statements in the press, obviously, and I'm intrigued as to how this whole thing kicked off [inaudible].

Sabir: How Mr Yezza got the document?

Registrar: Yes.

Sabir: Hicham, even though he might be an administrator in the department, I don't know if you've met him, but he's a very intelligent and articulate individual and very well renowned in the student community and is also very knowledgeable in the field of politics and he was helping me draft my PhD proposal and that's where the link came from. He was just helping me draft it. Now, every time I would access certain research materials such as journal articles, books, including this document - there was nothing illegal about it in my eyes - I would keep him in the loop as to what I was writing, what I was reading, and he would amend it as

necessary to try and get me some funding, and that's the link between me and Hicham. Apart from that, there was nothing else to it. It's quite simple.

Registrar: Yeah, No, no, there was just a transmission of that particular document, with him having it in his possession, and obviously started this off, and, you understand what happened in terms of this being brought to the university's attention?

Sabir: No. It's still not been clarified a hundred percent, if you want to elaborate?

Registrar: Well, he was off sick, it was a research day in the School [of Modern Languages] for which he was providing a number of documents [inaudible] ... the School Manager sought to get those documents from his PC and spoke to him and said, yeah, yeah, you'll find them on my PC, it's still on and she looked on his machine and found other items, including this [ed. AQTM] which gave her cause for concern, and then drew that to the attention of a number of people, including HR and the Head of School, and then it came to my attention and the Vice-Chancellor's attention and given that we have an overriding concern for the safety and security of our staff and students, the university [inaudible] felt that the best people to investigate this were the police. We couldn't afford to take any chances or anything, so that is why we drew it to their attention and they then took action the following day [inaudible]. The following day after that, I believe, you were in the building and they, you came across them and they came across you and I don't know the exact details about how that exactly happened, but your were arrested before him and they encountered him shortly after you.

Sabir: Just to discuss timings, I was arrested at, I think, 10:40. He was arrested at 10:30...

Registrar: ... But he wasn't in this building at the time?

Sabir: No, as far as I'm aware he was arrested in the courtyard, and I was arrested in the car park.

HOS: Yours was internal in the building and his was external?

Sabir: No, no. I was arrested externally, in the car park.

HOS: I thought it was in the toilets?

Sabir: No, I wasn't arrested in the toilets, I was approached in the toilets, after I was followed, and then I was politely: can you follow us to the car? I had nothing to hide, nothing to fear, I followed them down to the car and then I was arrested. I mean there were certain statements being made about impeding police inquiries, can you confirm that I was not arrested for impeding police inquiries?

HOS: What did the police say you were under arrest for?

Sabir: Well you tell me. I mean there's been all sorts of mixed statements. I know what I was arrested for...

HOS: [Inaudible] ... To be honest with you Rizwaan, we've never particularly asked the question. We were told that you were asking about your friend, Hicham, as you call him, yeah? Or Hich, and you know, whether it was as a result of that or anything else that you ended up getting arrested.

Sabir: Because initially the popular statement was that I was impeding police inquiries.

HOS: Well whether they interpreted it as that, that's up to them isn't it really? They obviously arrested you for a reason and they must have told you the reason for the arrest.

Sabir: But can you say vouch that I wasn't arrested for impeding police inquiries?

HOS: No. Because we don't know the answer to that. Do you know the answer to that?

Sabir: Well I was arrested under section 41 of the Terrorism Act 2000 for the commission, preparation, instigation of an act of terrorism, which is certainly not the same as impeding police inquiries, but, I mean, there were statements made by Mr Ray in the press that were claiming that I was impeding police inquiries.

HOS: I think that is down to the fact that we got the impression from the police that you were arrested because you were asking questions at that sort of delicate time when they were obviously on the premises, searching the office and had been at that point from the previous day and obviously the fact that you turned up asking about your friend, Hich as such, I suppose that would be ... whether it was something that was said that, you know, you were obstructing or impeding their inquiries, I'm not sure, but that's the impression we got, rightly or wrongly.

Bieler: [Inaudible]

Registrar: [Inaudible] ... You know what you were arrested for on the day ... [inaudible] ... what happened. I'm also interested in, you made the observation earlier that your use of this material was entirely innocent. I'm interested in terms of the sort of support in the School you received from your supervisor, your tutors. Did they know you were planning to submit a proposal for a PhD in this area and where they advising you to pursue [inaudible] ... I mean what kind of direction or advice did you receive from the School at the outset of your thinking in this area?

Sabir: Okay, well, the School was well aware that I was conducting, or writing a PhD proposal. The deadline for the PhD proposal, I think, was the 28th of January 2008, so I was working on that, but then what I initially thought was that the dissertation that I was also doing, it would make sense if I could do a proposal for my PhD and do the dissertation on the same subject rather than having to juggle two different subjects, and I thought it would be a brilliant starting point to look at this in my dissertation because I know exactly what main sources I need to look at, the line of argument etcetera, so, yes, the department was aware that I was

doing the proposal and my MA dissertation was due in a few days later, so yes, I was working on them both simultaneously.

Registrar: Right, right.

Sabir: And I don't know, I'm assuming you know this being the Registrar but the nature of postgraduate study is such is that open source primary documentation available from respectable academic and governmental websites is the first place a young, aspiring scholar looks, hence why I went onto the United States Department of Justice website, so this is just remarkable how you can be arrested for downloading something off a respectable governmental website.

Registrar: Sure! As you will be aware there are many things on the web and not all of them are legal, and this is a tricky area, right? It is a very controversial area as well. Given that you're researching this area, you must have been aware that people have been arrested in the past for looking at such documentation and being in possession of such documentation?

Sabir: Sure. The document that previous people have looked has been quite dissimilar to the document that I was in possession of. And this is official knowledge. The document that I had in my possession was a heavily censored and heavily cut version of what has been termed as the al-Qaeda training manual, even though that is not what it is. It didn't have anything what could be considered of a 'practical nature' in that document.

Bieler: I think that the nature of research, the tricky bit is, of course, that also when we do research, we get a whole range of documents and only once we've actually look at them can we decide [inaudible].

Registrar: Sure, but you know this is a controversial area, we know that there are issues with around the law in relation to this kind of documentation. I did find it generally surprising that a young and keen scholar, you know, at the outset of his real research is essentially just kind of pointing in the direction and asked to go and find things on his own without any kind of guidance as to the legal framework within which he's operating, given that this is challenging, controversial stuff. I mean, it's not entirely safe and risk-free.

Bieler: ... [inaudible] ...

Registrar ... but there was no discussion with anybody in the school about the nature of the material that you were going to...

Sabir: ...But some things are a given, Paul. Something's, you assume, as a researcher, that you're not going to find yourself inside for six days under the Terrorism Act for accessing something from a United States government website.

Registrar: Well that's what I'm saying, that you were given no advice, direction or support in relation to any of the material you might want to access in relation to your dissertation or PhD proposal.

Sabir: Paul, postgraduate research is not about being spoon-fed. That's the whole nature of it. So, do I consult my tutor every time I access a book or a journal article? No. So why is this document considered different?

Registrar: But no framework, no sense in which anything you might do, look at, consult, discuss, might be, in anyway, at the boundaries of the law, right, or in anyway, testing the issues around the law because these are important issues, right? If you were in a [inaudible] community of scientists, and you were interested in doing PhD research in the area of the behaviour of paedophiles, right, you would be touching some really sensitive stuff. Really sensitive areas at the boundaries of the law, right, and you would want to have a discussion with someone before you started looking at material on the web which may be from an authoritative site, maybe not, which may be regarded as illegal under UK law. It would be natural to have a discussion in order to protect yourself in the event that you happen across something that might actually break the law...

Sabir: To be honest, Paul, I have never ever broke the law, I have no intention of breaking the law, and this is the reason why I accessed this document because I had no malicious intention.

Okay, let's put aside the story of the US Department of Justice for one second but I had accessed this document with the most clean-hearted of intentions to reference and this same document has been referenced by many academics, over 30 times, in their books. In fact, the tactics of al-Qaeda have been the selling point for many books - on the blurbs so this is just a remarkable phenomenon that I have been faced and never thought that ... If I had I never knew the situation was this bad. If I did, I would have gone to the academics in the department and said hang a minute, I need some guidance here, what am I allowed to or not allowed to look at? But I never knew it was this bad. I always thought that as an academic that more than a reason, valid justification to be in possession that would not lead to six days detention, that's why I thought nothing of it...

Registrar: ... You are a student. You are not an academic. Your academics colleagues have the advantage - they have employment protection rights under the university statutes, which you don't enjoy as a student. You're subject to the rules and regulations of the university, but you don't enjoy employment protection in the way that your academic colleagues do. Academic freedom is enshrined within the university's charter and statutes, but it's done so in relation to the 'employment' of staff, so they have the freedom to challenge and question received wisdom without fearing for their employment. Okay. It's a different issue when you are a student because you don't enjoy the same degree of protection under the university's charter as you do if you're an academic, right?

Bieler: Does that mean that academic freedom is less clear for students [inaudible] ...

Registrar: Well all I'm saying is that you don't enjoy the same protection. If you're a member of staff you have a 'protection' under the university's charter and statutes, right, in relation to your employment, right, so, there's no question of your employment coming into any concern because you're citing contrary or

controversial views that challenge received wisdom, but academic freedom is not an unlimited right. Okay. It's academic freedom within the law, in any case, and it's expressed as such in the university's statutes. It's academic freedom within the law. Now I come back to this issue is that, you know, I appreciate absolutely what you say about your intentions, right, but, as far as the law of the land is concerned, this is in an area which is contested, and there are clearly issues in relation to this documentation which have resulted in other people getting arrested in the past and clearly it prompted people to talk further to you for this period of time.

Sabir: Not this document, Paul. It was the same named document, but it was a different document.

Registrar: That's not what the police has told me.

Sabir: The police don't tell you everything. You've got a former policeman sitting right next to you. He'll tell you, the police don't tell you everything. They didn't tell anybody the nature of the document, in fact, the police lied to lots of people, but that's for another day. The point is that people have been prosecuted for possessing a document...

Registrar: [Inaudible]

Sabir: Yes sir, and I've verified this.

Registrar: But you didn't know that beforehand?

Sabir: [inaudible] ... I didn't even know people have been prosecuted. Why would I? My area of research has always been the Middle East and American policy and, domestic British counter-terrorism measures, until obviously now I've been forced to have an interest in it. It's only once that my detention etcetera that I've become engaged with the literature and the legislation that's in place. The one question: am I allowed to cite this al-Qaeda training manual in my dissertation, which is also on al-Qaeda?

Registrar: Well, that's not, that's a question for your supervisors. I guess it's also a question for the research ethics committee in the School of Politics and International Studies. I mean, this is a challenging area, as you know. I'm not in a position where I'm going to tell people what to cite and what not to cite. But, as you know, this is in a challenging area and in order to cite it you may well have to decide whether or not you do it from memory, or you refer to the document or you simply refer to other people's references of it. I don't know. Whether or not that's within itself ethical, citing it from recollection, I don't know. But, I know that you've been advised in terms of looking at such documentation again and you know...

Sabir: ...Not only from academics from this institution, but from renowned academics have quoted quite heavily from this document. That's the importance and significance of this document...

Registrar: ... but, you know, it's not for me to say what you should and shouldn't cite. All I will say is that you need to take advice and counsel and your supervisor, and probably from the ethics committee within the School, who will, no doubt, have an interest in this now. I am genuinely [inaudible] ... have an interest in this area before, and you will allow to roam free in this area without any kind of guidance or advice, but, you know, that's the way things are. I wouldn't ... If I were in your position, I would feel a bit let down by that [Ed. Registrar is referring to the lack of supervision]. That's me, not you. What I would say is that, I mean, as I mentioned at the outset, we do have a code of discipline, which relates to student behaviour. You have breached that code in relation to the communication of this document, erm, [Registrar pauses]. Because of what you've been through, right, I see absolutely no reason for the university to take any action against you in relation to that, but I just wanted to let you know that that is the case.

Bieler: Which code has he breached?

Registrar: Well he's misused the IT systems within the university by disseminating a document which was identified as something which shouldn't have been in the possession of an individual...

Bieler: ... [Inaudible] but he was released without charge [inaudible] and considered the document and concluded that it was not a dangerous document because otherwise he would have been charged.

HOS: Accepting his excuse at the time [inaudible] ... released without charge on condition in relation to the possession...

Sabir: Gary, you know as well as me that if you're in possession of a document, especially under current terror legislation, that's meant to be of a dangerous nature, they're not going to release you with a warning. You know this as well as me, and so do you Paul.

Registrar: But, the thing is, right, that this ... you should not ... All I'm saying is that you should not have transmitted this document. Under university IT regs, anything that is illegal or regarded as illegal, you should not transmit over the network.

Sabir: I did not know it was illegal.

HOS: Tell me this Rizwaan, when you sent that document to Hicham, right, you must have thought you were sending that over the university's email system, surely, you must have just had some little doubt, and, I have to say that the evidence suggests from the email communication in terms of you sending it to him, and the comments that you made when you sent it to him and the comment he made back to you basically...

Sabir: ...What comments were these? And have the police been disclosing evidence to you?

HOS: Well, 'good luck in opening it brother' - we can find that out ourselves, cant we, without the police disclosing that, and 'yes I'll bring it over to you'. Now, that, you know, to me, is an indication that you 'may' have just been thinking twice about whether I should be doing this over the email system. Now, I just [inaudible] ... because I'm quite interested to know in what you thought about Hicham's position when you sent him that document?

Sabir: Right, for starters, I didn't have any indication that I was ever doing anything wrong. Why would I?

HOS: Who were you sending the document to?

Sabir: I was sending the document to an individual who worked in the Modern Languages Department, okay, who was on the verge of finishing his PhD in mechanical engineering, hold on one second, who was helping me quite a lot in drafting my PhD proposal.

Bieler: It's common practice that people would circulate material widely, members of staff and other people working within that area in order to prepare their PhD project proposal. There is nothing unusual about that.

Sabir: The second thing is the term 'brother' is what I would call you if I met you at the pub,

HOS: [inaudible]

Sabir: And no, I didn't have any indication that I was doing anything wrong or illegal or in violation of any Code of Practice. Why would I? I accessed this on a government website.

HOS: But, you know, well it's been said, and you know it's been said, that you was actually sending it him to print the document off.

Sabir: No sir. This is something the media has picked upon wrongfully. The way that we were communicating was that because he was helping me draft my proposal, I was keeping him in the loop. Sometimes he did print things out for me, I'm not denying that, but, most of the time it was to keep him in the loop as to what research material I was looking at and how I would be using this document because he was heavily involved in the production of this proposal. And if you have a look on my laptop, I have about thirty-five versions of this, all amended by Hicham, and they've all been sent to him.

HOS: Then you knew of his position and his role at that time, that brings into question whether you should have been doing that, and whether he should be responding in doing that.

Sabir: Sure, but I can't really say anything about Hicham responding because I'm not Hicham but I can say that as far as I'm aware Hicham was somebody who I trusted and was somebody who was helping quite sincerely to constitute this proposal. For that reason, I didn't care and it didn't really bother me that he

wasn't part of the School of Politics or that he was part of Modern Languages - so why should I? Does it only mean that I can only talk about politics with somebody with the School of Politics?

Registrar: No, no. Anyway, this is arguably not going to go very far. I think that we have got to be sensible about what we do send over the email network. You maintain that, you know, as far as you were aware an entirely innocent document. As it turns out, the advice from the police is that it wasn't. Okay, so technically, under the university's IT systems regulations, that is a breach, but, as I say, in the scheme of things, frankly, you know, no one is gonna lose any sleep over that.

Sabir: Can I ask what the punishment for the breach is?

[Inaudible - everybody speaks over one another]

HOS: At the end of the day, we've already made the decision, as you know, and you've already been told that no action is going to be taken under the student disciplining code in view of the experience of being locked up for six days etcetera. You know, I don't think that would be in the university's best interest to start fining you or suspending you or excluding you or something like that, you know, but, you know, the way the system works, if you're interested, is within the student discipline camp there are officers with summary jurisdiction - I'm one of them, Paul's one of them - and per offence you can fine the student up to £150. So if you wanted to nit-pick on sending, or abuse of the university's facilities, whether that's a computer, a printer, a telephone, or whatever it is, per offence, you can be fined up to £150. If it wasn't for everything surrounding this matter and we had a student who had seriously abused the facilities and we thought that it wasn't appropriate to deal with the matter under summary jurisdiction then we could refer them onto the Senate Disciplinary Committee, or the Pro Vice-Chancellor, or both [inaudible] ... so you get to the Senate Disciplinary Committee and the Senate Disciplinary Committee has wide-sweeping, unlimited powers.

Sabir: And that could result in?

HOS: Well that could result in a heavier fine than £150 per offence, or it could result in either suspension or exclusion, or both, from the university.

Sabir: Sure. That was just out of genuine curiosity

Bieler: [Inaudible] ... released without charge by the police, but you claim that police nonetheless concluded that that document was illegal that he downloaded from US government website, and because of that he [inaudible] breached university conduct?

Registrar: Well they must have done so, but the defence...

Bieler: ... Or do you assume that the police [inaudible]

Registrar: Well I've seen the quotes from the letter [ed. the Police Notice] that was issued to you when you were released, and I take from that, and I take from

my understanding of the legal framework that whilst that documentation is erm ... there is no right to access, there's no prohibition either, but the defence - academic work - is a reasonable defence and that defence was accepted in your case. That's how I interpret things.

Bieler: Then why did you say that it was an incorrect act to have sent it via email to somebody else? Why would he have breached university Code of Conduct?

Registrar: Because it is ... the defence that relates to you, not he [ed. ie, Hicham] ... but you should not be transmitting this material over the university network.

Sabir: ... But it's a legitimate document!

Bieler: [inaudible] ... a PhD project proposal, I just don't think that charge sticks, unless the police has said that this document is illegal [inaudible] ... what has the police communicated about this document?

Registrar: Well they've told me that it was a tactical version of the al-Qaeda training manual which included details which are not in other documents going under the same name, which are available on various websites and bookshops, which people have been citing. This is a more detailed, comprehensive and, you know, operational manual than the kind of strategic-political stuff, which tends to be the stuff people refer to.

HOS: And you understand that it's been withdrawn? You will not be able to find it.

Bieler: From the US government website?

HOS: Yes. You know, we could sit here and argue this all day. Because the document was there because it was used an exhibit wasn't it in a trial, that's why it was there in the first place, and you can draw the same analogy to child pornography. There may be an exhibit on a website somewhere in relation to a child that was involved in child pornography, but it doesn't make it right because it is illegal to download child pornography for anybody to just go and download that, for whatever reasons, and you know, it's a difficult situation where they've obviously thought that it was important enough to withdraw it so other people can't get further access to it. It was there because it was used as an exhibit in a trial and, you know, the fact is that people have been prosecuted for possession of the al-Qaeda training manual.

Sabir: A different version of the training manual

HOS: I don't think versions really enter into it too much really ...

Sabir: ... Of course they do! They have everything to do with it. Completely! If there's a manual telling you how to conduct espionage and there's one manual telling you how to make bombs, assassinate people, grow Ricin, how to make chapatti bombs and how to behave in detention centres, I think that the relevance of the two is very, very important because if I was in possession of the manual that

only talked about espionage, which is relevant to my research, it's a lot less dangerous...

HOS: We can only go on what we've been told by the police in relation to the description of this document.

Sabir: Gary, I'm telling you the document that I had. You don't need to listen to the police. We all know the police lie. Honest. They do lie. I've had firsthand experience of the police, Gary. You've been a police officer and you know how the institution of the police works. I'm not going to get into a debate with you about the way the police conduct their inquiries but I'm telling you now, the document that I had in my possession had nothing of a practical nature, apart from assassination techniques, that's it! That's it! And I can give you an academic book that will tell you how to shoot people. And I can give you Mr Rohan Gunaratna's book - *Inside al-Qaeda: Global network of Terror* - that tells you comprehensively tells you the tactics of al-Qaeda. Now, can I access these books?

Bieler: [inaudible] ... whatever, who knows why the government department put it on the website as an exhibit or why it may be too dangerous, but I think the thing to tell Rizwaan that he actually breached the university Code of Conduct, I don't think that that is the conclusion one can draw from that, because neither [inaudible].

HOS: But the person who received it, who was in possession in it, which raises the initial concerns was basically a junior member of staff,

Bieler: [inaudible]...

HOS: ... And Rizwaan was sending that person, in that position, that material, which basically compromised that member of staff, didn't it? Because he should not have been doing that during his daily work in his position as PA to the Head of School.

Bieler: Well that's an employment matter that will be dealt with in disciplinary proceedings, that's nothing to do with [inaudible] and Rizwaan.

HOS: But Rizwaan knew when he was sending that document that he was in a position of PA to the Head of School of Modern Languages.

[Inaudible - everybody talks over one another]

Registrar: ... I mean the other thing is the consequences of this, right, because the consequence of this is that a) you were arrested, which is one of the consequences of it, he was arrested and locked up for six days...

Sabir: ... 31 days so far in Hicham's case

Registrar: and as a consequence of this it caused you distress, your family distress and it caused a huge amount of significant and frankly unwelcome effort and attention and work for a lot of people within this institution which we could all

have bloody well done without because we've got better things to do! So from that point of view, its extraordinary annoyance, right, and I understand it's been a lot worse than that for you directly, but, you know, the amount of effort that has gone into responding to people, to the media, to the press, and to those who have got an interest in what frankly and basically are misleading stories that have spun around this, not through any fault of your own, it's just been extremely diversionary and wasteful of university resources and it's just shocking really.

Bieler: [inaudible]

Registrar: I didn't bloody send the manual did I?! Oh come on!

Bieler: [Inaudible] ... I think the issue is really is: has Rizwaan breached the university code of conduct?

Registrar: Well my view is that he has, he has, but actually we can actually argue about this till the cows come home but I'm not going to do anything about it! The only thing that I'm going to say is - and I'll put this in writing too, so you've got it absolutely crystal clear - is think about what you're doing. Take advice from staff within the School of Politics. Be careful! You've been warned by the police in relation to this kind of material, so take advice from people, people who know in the School, like your colleague here today [ed. referring to Professor Bieler] and are actually in a position to give you advice because I don't want you getting arrested again.

Sabir: It's not good PR is it?

Bieler: ... If the message of this meeting is to tell Rizwaan to be careful and to consult his supervisors more directly [inaudible] ... but it's another thing then to say, on top of that, that he was in breach of university Code of Conduct because [inaudible] [HOS speaks over Bieler].

HOS: It's very subjective and it's a very minor part of what we're talking about today. I hope you realise that by now we're around this table, not on any witch-hunt, not on any desire to inflict any punishment on you because of university policy and procedures, this has been an enormous learning curve for everybody hasn't it?

Sabir: It has - I hope so!

HOS: And the fact is that we can all argue about who did what and what should have been done and whether, you know, we should take fault, and whose fault is it and etcetera, etcetera, etcetera, but at the end of the day, you know, you know, being sensible about it, you know, when you sent that document to Hicham, for whatever purpose you sent it to him, knowing his position in the School, you know, if you'd have been sending it to the gentlemen here that would have been different, wouldn't it? But you were sending it to Hicham for whatever reasons, you know, it's our conclusion that you know you shouldn't have really have been doing that and we see that as a breach of the university's computing facilities.

Sabir: No, I don't see that, Gary. You see, I can't see the rationale behind the claims that I shouldn't have been sending it to a junior clerical member of staff.

HOS: Because he should have been doing other things!

Sabir: Of course he should have, but if this individual had the intention of helping...

Registrar: ... But you didn't send it to his private email address, did you? You sent it to his university email address...

Sabir: ... No sir, I sent it to his private email. Hich 80 or 20 or something like that, on hotmail, and it was via MSN not via email. You've been getting misreports from the police, or certainly the IS [Information Services] staff have been telling you wrong information, but I sent him that on his personal email address, and that's not the point whether I whether I used the universities lines or whether I sent it to his uni address or his personal address. That has nothing to do with it. The point is that if he's an individual helping me draft a proposal. If Gary was helping me draft my proposal, I would have sent Gary lots of things, purely for the fact that he was helping me, and he has nothing to do in the field of helping people.

HOS: But I do help students with their research projects because I'm the Head of Security and, you know, students do do dissertations on security-related matters and yes we do help them, but it's all done formally. Now if you would have approached Lesley Milne or Jill Bramston and said: is it okay if Hicham assists me with this, that would have been different, wouldn't it? Or if he would have approached them and then said: I've cleared it with the Head of School - which he didn't! - that would have been okay wouldn't it?

Sabir: Come on, let's be normal about this. Who really consults their bosses ...

HOS: ... But put the manual to one side...

Bieler: Would this not have been an issue if Hicham used it for non-work reasons...

HOS: ... Well that's not for us [inaudible]

Bieler: Well that [inaudible] ... put Rizwaan in the wrong....

HOS: Well, you have to have your own view of it and my personal view of it is that if you're sending those sort of documents in the expectation from somebody in that position of the School then, basically, you are compromising his position, and by him assisting [Rizwaan] he's compromising that position and that shouldn't have been, in my view...

Registrar: Okay, it's our contention, right, that you shouldn't have done it, you can disagree with that. That's fine! We're not going any further with this, right. [inaudible]. I do want you to be careful. This stuff is, as I said, is risky. It's at the border of [inaudible] ... you've got to be careful. You need to ... If you're going to research, you need protection and support from people in the school in this area to

make sure that you don't find yourself in trouble because If you do it on your own, erm, you're going to find it much harder.

Sabir: Let me stop you there for a second. I have the protection of my supervisor and many academics who specialise within Security Studies. Do I have the protection of the management of this university. Yes or no?

Registrar: What do you mean?!

Sabir: Just tell me. I've been quite perturbed by the whole attitude of the university during my detention period and once I've been out of the detention period, there's been zero contact with myself and Hicham. We've had not contact from the university. We've not even had a letter saying that we hope your okay, and we hope that you can get back to your studies, and it's quite remarkable. And today's meeting - hang on a second - I thought was about checking on my welfare and I'm quite disturbed that I've come in here and you've told me: Rizwaan, be careful with what you download, you were in violation of university IT policy, instead of saying: Rizwaan are you okay and how are you feeling and how are you getting on with your studies, I'm being told off!

HOS: I think Paul did open with that.

Sabir: I can't remember him asking about my welfare.

HOS: He did, right at the outset. One of his opening statements was in relation to your studies and your welfare.

Registrar: And you know that I have been trying to arrange this meeting [inaudible]...

Sabir: Sure, sure, you have, but not even an element of moral support via a letter. In fact, some of the statements that the university was publishing and some of the things that were being said in the press were just remarkable, and extremely upsetting for me. Are you agreeing with me?

Registrar: I'm agreeing that some of the statements were incredible

[Inaudible - Sabir speaks over Registrar]

Sabir: Well I don't know who's calling the shots here. Is it the media spokesman, is it the Vice-Chancellor, is it you, is it Gary?

HOS: You know what the media are like!

Sabir: Yes sir I do know what the media are like.

Registrar: As I said, I didn't start this, okay. I really don't want to be in this position again and I don't want you to be in that position again.

Sabir: Too right. I'm the last person that wants to be in this position again, but the point is Paul that every time I travel, I get stopped by the police and questioned for hours. I went to Germany last week. Okay. It was one thing for Jonathan Ray to say, oh, he's been released without charge and he can carry one with his life, but no. That's nonsense. That's not true. The nature of this 'alleged offence' which I have been completely cleared of and now back to my normal life, well at least trying to, means that I have a stigma attached to me. So every time I travel, and some of my research will take me to places like the United State of America, and Palestine, I'm not going to be able to go to these places now, and if I am, I will be extremely humiliated, like I was two weeks ago at the Channel Tunnel when I was going to Germany. I was questioned for two hours on my political views, on my religious views and how often I prayed Salah and what the name of my imam was. This is just remarkable, and for the university to come out and say that when an individual is released without charge, for whatever reason, he can just get back to his life. This is just not true. This is just not true.

Registrar: I'm...

Sabir: Paul, can the university management - and I hope, really I hope that you're never placed in such a difficult position again, but can the university management guarantee that they will fully support me and my family if anything happens again? It's a simple question.

Registrar: It is a simple question and ... [inaudible] ... I don't know what you mean, right. If you download something which the police regard as illegal, right, and then send it to someone else round the university, we'll be in the same position again, wont we?

Sabir: Will you not change any of your approach or strategy? Gary? What have you learnt?

HOS: You are bound by, and we are bound by, the notice that you were given on your release, that's the first thing, and I think that's quite clear isn't it?

Bieler: Is this the note that quotes McGuirk?

HOS: I don't know him, but that is the notice that we were told you was going to be issued with on your release and that sets out the position in relation to future possession.

Sabir: Does the university agree with this statement?

Registrar: Well, whether we do or not doesn't matter.

Sabir: No, it does matter. It's a very important question. Does the university agree with this?

HOS: It was prepared by the police and it does say that that university authorities have made it clear that possession of this material is not required for the purpose of your course of study, now, you know, that was arrived at by the police

examining all the evidence, including witness statements made by various people at the university, including in the School of Politics, where some academics within the School of Politics sat on one side of the fence and others sat on the other side of the fence, and overall, taken as one, that's what they [the police] came up with...

Sabir: In order to establish the legality of this document...

HOS: We didn't have any choice over that.

Sabir: No, No. Of course, what the police do, you can't directly affect that by saying - don't you dare write that! I understand that, but I'm just saying is that the police have been questioning in other departments - yeah.

[Pause]

Sabir: Is that true? Yeah?

HOS: Yeah.

Sabir: Apart from politics, they've questioned other people in other departments - yes or no?

HOS: Well obviously there are people....

Sabir: ...Okay. What position are these individuals in to be giving statements on a document that's of a political nature? [Pause]. If you're a chemistry teacher and want to discover a formula, you are not going to go to a politics or sociology lecturer and say can you comment on this, because they are not in a position, they don't have the expertise to be commenting on such a document, yet, the police have been asking questions to individuals in different departments - other than the politics department - who have no jurisdiction over of this document, or the legality or the relevance of this document. Why has that been the case? And why has this statement been issued by the police to me saying this, okay, and that's an issue I will taking up with the Attorney General and the police myself, but as a university I feel you've extremely let me down by not pursuing ...

Registrar: ... Well I'm sorry you feel that way, you know, obviously it's not nice. It's changed your life, erm, but the university and those involved acted, erm, in my view, entirely appropriately in the circumstances and I'm genuinely sorry that it happened. I wish you'd never emailed him that damn document. I really do. Because it caused you problems, it caused ...

[inaudible - Sabir interrupts]

Sabir: Paul, do you really think it comes down to me emailing someone a document because had it not been me it would have been somebody else who would have gone through exactly the same thing.

Registrar: Well it hasn't happened before in this university, and it hasn't, as yet, happened since, and I sincerely hope that it doesn't happen again.

Sabir: You want to sustain the kind of nature of peace and harmony, I'm assuming that's what you're implying? That you don't want any kind of controversy on campus?

Registrar: It's not a question of controversy. It's about what you ... it's the law, right. I'm sorry to have upset you but I have a responsibility in terms of my role to ensure that this remains a safe and secure campus, right. When people bring things to my attention which, err, cause alarm, then I am duty-bound to act on that, and rightly in this case, I put it in the hands, and consulted with my senior colleagues, of the people best placed to investigate who were the police. That led to the chain of events which, you know, are causing you ongoing problems. I genuinely am sorry about that.

Sabir: I appreciate that.

Bieler: [inaudible] ... to check out the document on the internet just by typing it into google [inaudible] .. we won't agree on that ...

Registrar: ... We won't agree on that. I think had the situation been entirely different and you [Sabir] weren't involved and Mr Yezza wasn't involved, but turned out that actually the person in possession of this document was doing it for entirely the wrong purposes, right, and my approach would have been to say: I'm not going to worry and I'm just going to do some google searches and, you know, prove [inaudible] ... and they went onto do something else, then, you know, I would have been in quite a difficult position.

Sabir: Paul, let me ask you a question

Registrar: Go on...

Sabir: Slightly of an abstract nature, it's in relation to the document, obviously: Whoever the person is who's discovered this document, if they had discovered this document on a different individuals name, ie, Mr or Mrs Smith, would the reaction of the university authorities have been the same?

Registrar: I'll tell you something that I haven't told anyone,

Sabir: Go on...

Registrar: ... That when the document was brought to my attention, the individual was not identified by name, right, I knew only that it was a clerical member of staff in Modern Languages and Cultures. I did not know his name, I didn't even know he was a man because, frankly, I didn't ask. Right, so I did not know that when I reported the matter to my colleagues, right, I didn't actually ask and I should have asked immediately, but I didn't. So I reported it...

Sabir: actually, well I think I should retract that question I've just asked you and ask the individual who found the document because I think we all know that in the current climate of suspicion certain individuals and certain names are viewed differently.

Registrar: I would dispute that.

Sabir: I would never dispute that. Gary, what do you think? Would you dispute that? That in the society of suspicion we now live in that certain individuals are viewed through a different lens?

HOS: I would go along with what Paul has to say because we know things in the background that you're not aware of and we can't discuss in relation to the case because they are obviously matters in relation to the employment issues, and now immigration issues, in relation to Hicham, and, you know, we can't really go into that, but, you know, again, as Paul had said, you know, I hadn't been given a name or male or female.

Sabir: ... As long as that's clear, that's fine...

HOS: ... All I was told, was more or less what you [the Registrar] were told. It was nothing to do with the individual, although obviously we knew that it was, what we'd considered to be, a junior member of staff in terms of the sort of position, you know, it was the actual document and the position of the person that actually raised the concern at the time. I mean I don't know hypothetically what would have happened if, if erm, if erm, you know, somebody had discovered it on your computer, with your position, I don't know. I really don't know. And, I don't...I'm sure the police couldn't answer that question.

Sabir: Now I don't know how much - you know this as much as me - but the University of Nottingham has suffered quite badly in terms of PR, you know this as well as me, right, now I'm not telling you what to do - I would never do such a thing - but I certainly would advise and urge you just to reconsider your position on the whole issue and to try and put some trust back into the student community, especially the international and Muslim community who are extremely paranoid and extremely worried that if they ever get into trouble they will have no support by the university authorities, and I think that's a really critical point that we should really definitely take from this meeting. You need to restore faith back in the student community. And the second thing is that this issue will not be resolved for me until the university fully supports Hicham in his struggle, at this difficult period of time. The contributions that he's made to the university, okay, he's worked very closely with the Vice-Chancellor, he's been a representative of the University on many occasions, especially in bringing in international and Muslim communities, the main point of contact and I urge you, Paul.

[Pause]

Registrar: I cannot discuss this case with you and I cannot discuss his employment contract with you. It would be inappropriate for me.

Sabir: No, no, I'm not asking for that...

Registrar: ...I know what you're saying...

HOS: ... Apart from what's already said on the portal, where the Vice-Chancellor has made clear that he's written to the Home Office in the past week and asked for due-process.

Sabir: Come on. They're going to use due-process anyway, I should think so. The Vice-Chancellor should not have to inform them to use due-process.

HOS: Well that depends on your view of what subsequently happened in terms of his release, but that's up to you.

Sabir: Of course, listen, the point is that we've got to work together now to improve the situation by - honestly, it's quite straightforward - get behind Hich and just help I'm. I'm not telling you to discuss his employment status or his employment contract ...

HOS: It's *Sub-Judice* isn't it, and you know that.

Sabir: Sorry?

HOS: It's *Sub-Judice*, isn't it? There's an ongoing court matter so its *Sub-Judice*, so we can't discuss that.

Sabir: No, no, I'm not asking you to discuss, all I'm saying is that it will really help Nottingham. It's in your own interest. Off the Record.

Registrar: Okay. We hear what you're saying. I will write you a letter in due-course. In the meantime, get on with your PhD, finish your Masters, good luck and, you know, I do hope that, notwithstanding the international travel issues, you make good progress. I wish you all the very best.

Sabir: Thank you sir, but I'm going to have to say this again that this issue is still not resolved. This issue is still not resolved, sir. This issue will only be resolved when Hicham's issue is resolved with the support of the university. And on that note, I will not keep you for a second longer.

Registrar: Thanks for your time.

Sabir: No problem at all. Thank you for your time.