

Compliance Directory

This report identifies and summarises the current NSW and Commonwealth laws that govern the University and the university sector's operations and activities. Any enquiries, contact the Compliance Program Unit. Report as at June 2019.

Legislation	Purpose of Legislation	Relevance to the University	Level
A New Tax System (Goods and Services Tax) Act 1999 (Cth)	An Act about a goods and services tax to implement A New Tax System.	The University is liable to apply a goods and services tax to its non-exempt goods and services sold and consumed in Australia.	Level C (Centralised)
Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth)	The purposes of this Act are the preservation and protection from injury or desecration of areas and objects in Australia and in Australian waters, being areas and objects that are of particular significance to Aboriginals in accordance with Aboriginal tradition.	The University owns and develops land that may be declared as significant Aboriginal areas which may contain Aboriginal objects.	Level C (Centralised)
Aboriginal Land Rights Act 1983 (NSW)	An Act to make provisions with respect to the land rights of Aboriginal persons, including provisions for or with respect to the constitution of Aboriginal Land Councils, the vesting of land in those Councils, the acquisition of land by or for those Councils and the allocations of funds to and by those Councils; to amend certain other Acts.	The University owns, operates, or develops land that may be subject to Aboriginal land agreements or Native Title.	Level C (Centralised)

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Age Discrimination Act 2004 (Cth)	An Act relating to discrimination on the ground of age.	The University must not directly or indirectly discriminate its staff or students on the ground of age in relation to work, unless an exemption applies.	Level A (All)
Agricultural Livestock (Disease Control Funding) Act 1998 (NSW)	An Act to assist agricultural industries to provide and fund services to control diseases in livestock.	The University is a livestock producer that must pay an industry levy to disease control program.	Level D (Decentralised)
Agricultural Tenancies Act 1990 (NSW)	An Act to regulate the rights of agricultural landowners, tenants and sharefarmers and to provide for the resolution of disputes between them.	The University owns and leases land for agricultural purposes.	Level D (Decentralised)
Anatomy Act 1977 (NSW)	An Act to regulate the conduct of 'anatomical examinations' (which does not include post mortem). The use of a body for medical or scientific purposes includes using the body for educational activities for medicine or science.	The University operates a morgue, and handles and disposes of cadavers used for anatomical examinations.	Level D (Decentralised)
Animal Research Act 1985 (NSW)	This Act aims to protect the welfare of animals used in connection with animal research.	The University is an Accredited Research establishment and must hold an Animal Suppliers Licence. The University also engages with external parties, and livestock not owned by the University are transported to campus(es).	Level D (Decentralised)

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Animals Act 1977 (NSW)	An Act relating to liability for damage caused by animals.	The University owns land that is used by the public as a road or a way.	Level C (Centralised)
Annual Holidays Act 1944 (NSW)	An Act to provide for annual holidays for workers; to amend the Industrial Arbitration Act 1940 and certain other Acts; and for purposes connected therewith.	The University as an employer must pay annual leave entitlements to employees.	Level C (Centralised)
Annual Reports (Statutory Bodies) Act 1984 (NSW)	An Act to make provision with respect to the annual reports of certain statutory bodies.	<p>The University is a statutory body that is audited by the Auditor-General, and must prepare an annual report.</p> <p>The Board of Trustees of Western Sydney University is the statutory body that is required to submit an annual report.</p> <p>See Previous Annual Reports webpage for reports submitted since 2003, and Disclosure Log webpage.</p>	Level C (Centralised)

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Anti-Discrimination Act 1977 (NSW)	The Act presently provides protection from unlawful discrimination in relation to most grounds on the basis of neutrality (i.e., persons of both genders, all races and all forms of marital status are to be treated equally) unless sex or race is a genuine occupational qualification.	The University must not unlawfully discriminate against students, prospective students, employees and prospective employees on the basis of Age; Carers' responsibilities; Disability; Homosexuality; Marital status; Race; Gender; or Transgender status.	Level A (All)
Anti-Money Laundering and Counter Terrorism Financing Act 2006 (Cth)	An Act to combat money laundering and the financing of terrorism, and for other purposes.	The University receives donations and scholarship funding.	Level C (Centralised)
Apprenticeship and Traineeship Act 2001 (NSW)	An Act to provide for the regulation of apprenticeships and traineeships.	The University employs apprentices and enters into Traineeship agreements.	Level C (Centralised)
Archives Act 1983 (Cth)	An Act relating to the preservation and use of archival resources, and for related purposes.	The University is considered an authority of the Commonwealth who holds Commonwealth records (a record that is deemed to be or is the property of the Commonwealth or of a Commonwealth institution).	Level C (Centralised)

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Australian Charities and Not-for-Profits Commission Act 2012 (Cth)	An Act to establish the Australian Charities and Not-for-profits Commission (ACNC) and a national regulatory framework for the not-for-profit sector, and for related purposes.	The University and its controlled entities are registered charities with the ACNC, and any donations are tax deductible.	Level C (Centralised)
Australian Code for the Care and Use of Animals for Scientific Purposes (Cth)	The Code encompasses all aspects of the care and use of animals for scientific purposes where the aim is to acquire, develop or demonstrate knowledge or techniques in any area of science-for example, medicine, biology, agriculture, veterinary and other animal sciences, industry and teaching. It includes their use in research, teaching associated with an educational outcome in science, field trials, product testing, diagnosis, the production of biological products and environmental studies.	The University receives NHMRC funding, and must comply with the Code.	Level D (Decentralised)
Australian Code for the Responsible Conduct of Research (Cth)	The purpose of the Code is to guide institutions and researchers in responsible research practices. The Code promotes integrity in research and explains what is expected of researchers by the community. The Code assists researchers, administrators and the community with how to manage departures from best research practice.	The University receives NHMRC funding, and must comply with the Code.	Level B (Broad)

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Australian Radiation Protection and Nuclear Safety Act 1998 (Cth)	The Act provides a legal framework for the protection of the health and safety of the public and the environment from the harmful effects of radiation, and establishes the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) as the national regulatory body.	The University must apply for a license to deal with controlled material or apparatus in order to protect the health and safety of people, and to protect the environment, from the harmful effects of radiation.	Level D (Decentralised)
Australian Research Council Act 2001 (Cth)	An Act to establish an Australian Research Council and to provide for the funding of research programs, and for related purposes.	The University obtains funding from the ARC.	Level B (Broad)
Autonomous Sanctions Act 2011 (Cth)	Autonomous sanctions are measures that the Australian Government chooses to take as a foreign policy response to situations of international concern.	The University undertakes operations with and/or may receive financial assistance from organisations and people from overseas countries that may be on the sanctions list.	Level D (Decentralised)
Biodiversity Conservation Act 2016 (NSW)	The purpose of this Act is to maintain a healthy, productive and resilient environment for the greatest well-being of the community, now and into the future, consistent with the principles of ecologically sustainable development.	The University owns and develops land that may be impacted by matters of national environmental significance.	Level D (Decentralised)

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Biological Control Act 1985 (NSW)	The Act regulates organisms declared to be biological control agents. It provides for releases of such agents with protection from litigation following the release of the declared agents. Target organisms are those organisms deemed to require control. Agent organisms are those organisms that may be used to control specific target organisms.	The University's research and teaching activities may potentially result in the production or release of biological control agents.	Level D (Decentralised)
Biosecurity Act 2015 (Cth)	An Act relating to diseases and pests that may cause harm to human, animal or plant health or the environment, and for related purposes. (Replaced the Quarantine Act 2016 (Cth) on 16 June 2016.)	The University manages goods that are brought into Australia from external sources, and these goods may be subject to biosecurity control. These goods require Australian Quarantine Inspection Service (AQIS) clearance and importation licenses.	Level D (Decentralised)
Building and Construction Industry Security of Payment Act 1999 (NSW)	An Act with respect to payments for construction work carried out, and related goods and services supplied, under construction contracts.	The University enters into construction contracts for construction work (or supplies related goods and services).	Level D (Decentralised)

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Business Names Registration Act 2011 (Cth)	An Act in relation to Business Names and for related purposes.	The University and its controlled and related entities own registered business names.	Level C (Centralised)
Charitable Trusts Act 1993 (NSW)	An Act to make further provision for the protection of charitable trusts; to authorise the Attorney General to establish schemes for the administration of charitable trusts; and for other purposes.	The University manages charitable trusts.	Level C (Centralised)
Chemical Weapons (Prohibition) Act 1994 (Cth)	An Act relating to the prohibition of the development, production, stockpiling or use of chemical weapons and the control of certain chemicals capable of being used as chemical weapons, and related provisions.	The University stores chemicals for the purposes of research.	Level D (Decentralised)
Cheques Act 1986 (Cth)	An Act relating to cheques and certain other negotiable instruments.	The University carries on business that issues and receives cheques.	Level C (Centralised)
Child Protection (Offenders Prohibition Orders) Act 2004 (NSW)	An Act with respect to orders prohibiting certain offenders who pose a risk to the lives or sexual safety of children from engaging in specified conduct; and for other purposes.	The University has staff and students who may be identified as an offender or victim.	Level B (Broad)

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Child Protection (Working with Children) Act 2012 (NSW)	An Act with respect to checks and clearances for the purposes of working with children; and for other purposes. In accordance with the Act, the safety, welfare and well-being of children and, in particular protecting them from child abuse, is the paramount consideration in the operation of this policy and the Working with Children Check Procedures.	The University has students on campuses that may be less than 18 years of age, and also operates through a controlled entity child care facilities.	Level B (Broad)
Child Support (Registration and Collection) Act 1988 (Cth)	An Act to make provision for the collection of certain periodic maintenance payments.	The University may be required to make deductions for employees liable to pay child support.	Level D (Decentralised)
Children and Young Persons (Care and Protection) Act 1998 (NSW)	An Act to provide for the care and protection of, and the provision of services to, children and young persons; and for other purposes.	The University has students on campuses that may be less than 18 years of age, and also operates through a controlled entity child care facilities. Licencing requirements for child care centres are now covered by the Children (Education and Care Services National Law Application) Act 2010.	Level B (Broad)
Circuit Layouts Act 1989 (Cth)	An Act to provide for the protection of certain layouts for integrated circuits, and for related purposes.	The University has employees who may create rights around eligible layouts.	Level D (Decentralised)

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Civil Aviation Act 1988 (Cth)	An Act to establish a Civil Aviation Safety Authority with functions relating to civil aviation, in particular the safety of civil aviation, and for related purposes.	The University conducts aviation operations.	Level D (Decentralised)
Classification (Publications, Film and Computer Games) Enforcement Act 1995 (NSW)	An Act to provide for the enforcement of a classification scheme for publications, films and computer games, and for other purposes.	The University may exhibit certain publications (including advertisements) on its website and other mediums.	Level D (Decentralised)
Companion Animals Act 1998 (NSW)	The principal object of this Act is to provide for the effective and responsible care and management of companion animals.	The University may have staff and/or students who have an assistance animal. The University otherwise does not permit companion animals on campus.	Level B (Broad)

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Competition and Consumer Act 2010 (Cth)	<p>This Act is the key competition law in Australia, and its object is to:</p> <ul style="list-style-type: none"> - enhance the welfare of Australians through the promotion of competition and fair trading and provision for consumer protection. - provide for protection of consumers and prevents some restrictive trade practices of companies. 	<p>The University operates in a competitive market to supply tertiary education services. Students have enforceable rights and protections under Australian consumer law. Act applies to some high risk areas such as:</p> <ul style="list-style-type: none"> - Fee structures - Marketing materials - Claims made by staff to existing or potential students - Claims made by staff when negotiating contracts - Exclusive agreements & transactions with other businesses - Any discussion or agreement relating to price 	Level B (Broad)
Contaminated Land Management Act 1997 (NSW)	<p>An Act to promote the better management of contaminated land. The Act establishes a process for the EPA to identify, investigate and (where appropriate) order the remediation of land if the EPA considers the land to be significantly contaminated.</p>	<p>The NSW EPA may undertake an investigation or remediation order under the Act. The University must comply with any order for land owned or under its control.</p>	Level D (Decentralised)

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Copyright Act 1968 (Cth)	The Act establishes copyright as a type of legal protection for people who express ideas and information in certain forms. The most common forms are writing, visual images, music and moving images.	<p>The University is an educational institution that possesses copies of works for educational or other specified purposes, and is able to make special versions of works under statutory licences. Such statutory licences give the copyright owner a right to be paid equitable remuneration through an approved collecting society.</p> <p>Copying by the University may also be done without infringement of copyright when done by libraries and archives for students. Such copies and communications must be made in accordance with the strict conditions of copyright law and the rules of the licence.</p> <p>University employees and students also create copyright.</p>	Level B (Broad)

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Corporations Act 2001 (Cth)	This Act: - provides for the formation, regulatory requirements and conduct of corporations (primarily business entities). - prescribes the: 1. legal nature of a company, 2. types of companies, 3. formation and operation of company accounts, 4. management of the company, 5. dealings with outsiders, 6. duties of directors, 7. takeovers, Receivership; and Liquidation.	The University operates a number of controlled entities and directors are subject to the provisions of the Corporations Act.	Level C (Centralised)
Crimes (Taxation Offences) Act 1980 (Cth)	An Act relating to certain offences in relation to taxation.	The University and its controlled entities must comply with the requirements of this Act in relation to FBT and GST.	Level C (Centralised)
Customs Act 1901 (Cth)	An Act to amend the law relating to Duties of Customs.	The University imports and exports goods and technology out of Australia for teaching and research purposes.	Level C (Centralised)
Customs Tariff Act 1995 (Cth)	An Act to impose duties of Customs, to repeal the Customs Tariff Act 1987, and for related purposes.	The University imports goods that are subject to a customs duty.	Level D (Decentralised)
Damage by Aircraft Act 1999 (Cth)	The main object of this Act is to facilitate the recovery of damages for certain injury, loss, damage or destruction caused by aircraft, or by people, animals or things that are dropped, or that fall, from aircraft that are in flight.	The University uses its own aircraft and provides aviation studies.	Level C (Centralised)

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Dangerous Goods (Road and Rail Transport) Act 2008 (NSW)	An Act to make provision for safety in the transport of dangerous goods by road and rail as part of the system of nationally consistent road and rail transport laws, to ensure that dangerous goods are transported efficiently and safely to minimise impacts on people, property and the environment.	The University may transport dangerous goods (or consign dangerous goods for transport) in vehicles owned by the University.	Level D (Decentralised)
Defence Trade Controls Act 2012 (Cth)	<p>This Act:</p> <ul style="list-style-type: none"> - controls the export, transfer, and brokering of defence and strategic goods and technologies as listed on the Defence and Strategic Goods List (DGSL); and - creates criminal offences for the intangible transfer, supply, brokering, or publication of software, goods, and technologies, or its details, listed on the DGSL, from a person in Australia to a person outside Australia. These include dual use technologies that may have public or commercial purposes. <p>Dual-use technologies are those goods which have been developed to meet commercial needs, but may be used as military components or in the development of military systems.</p>	The University is a research facility that may be handling items on the DGSL, and may communicate its research or engage in its transfer outside Australia.	Level D (Decentralised)

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Designs Act 2003 (Cth)	This Act prescribes the law regarding registered designs. It provides a range of features and benefits to register and protect a design (based on overall appearance of a product resulting from one or more visual features of the product)	The University generates and manages intellectual property rights in designs by its researchers.	Level B (Broad)
Disability Discrimination Act 1992 (Cth)	This Act attempts to eliminate as far as possible discrimination against persons on the ground of disability and to ensure that persons with disabilities have the same rights to equality before the law as the rest of the community.	The University has obligations under the Act in its capacity as:- (i) a provider of education; (ii) a provider of accommodation; (iii) an employer.	Level A (All)
Education Services for Overseas Students (Registration Charges) Act 1997 (Cth)	An Act to impose registration charges in relation to the Commonwealth Register of Institutions and Courses for Overseas Students.	The University provides education services for overseas students and pays applicable annual registration charges.	Level B (Broad)
Education Services for Overseas Students Act 2000 (Cth)	The Act regulates the education and training services provided to overseas students by providing tuition and financial assurance, as well as a provider registration requirement. The Act provides for sanctions for non-compliance with the Act as well as breaches of the National Code of Practice and ESOS Regulations.	The University recruits, enrolls, and teaches overseas students, its ability to do so applies to the University's agents as well.	Level B (Broad)

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Electronic Transactions Act 1999 (Cth)	An Act to facilitate electronic transactions, and for other purposes.	The University engages in transactions through electronic communications.	Level B (Broad)
Electronic Transactions Act 2000 (NSW)	An Act to facilitate electronic transactions; and for other purposes.	The University engages in transactions through electronic communications.	Level B (Broad)
Environment Protection and Biodiversity Conservation Act 1999 (Cth)	The Act is the Australian Government's central piece of environmental legislation. It provides a legal framework to protect and manage nationally and internationally important flora, fauna, ecological communities and heritage places - defined in the EPBC Act as matters of national environmental significance.	The University owns and develops land that may be impacted by matters of national environmental significance, e.g. world heritage, nuclear actions, Commonwealth marine areas, threatened species and migratory species.	Level C (Centralised)
Environmental Planning and Assessment Act 1979 (NSW)	An Act to institute a system of environmental planning and assessment for NSW.	The University owns and develops lands that may be subject to development applications (DA) to obtain development consent.	Level C (Centralised)
Environmentally Hazardous Chemicals Act 1985 (NSW)	An Act to provide for control of the effect on the environment of chemicals and chemical wastes.	The University handles and disposes of chemicals.	Level C (Centralised)

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Epidemiological Studies (Confidentiality) Act 1981 (Cth)	An Act to provide for confidentiality in relation to certain epidemiological studies.	The University assists in, supervises, and conducts epidemiological studies.	Level D (Decentralised)
Excise Act 1901 (Cth)	An Act relating to Excise. Excise duty is a tax on alcohol, tobacco, fuel and petroleum products (excisable goods) produced or manufactured in Australia.	The University manufactures and stores excisable goods and must pay duty on goods delivered into the Australian domestic market.	Level D (Decentralised)
Exhibited Animals Protection Act 1986 (NSW)	An Act with respect to the exhibition of animals at marine or zoological parks, circuses and other places.	The University may have animals on display, for example during open day and for educational purposes.	Level D (Decentralised)
Explosives Act 2003 (NSW)	An Act to provide for the regulation and control of the handling of explosives and explosive precursors, and to provide for the regulation of certain other dangerous goods. The Act establishes the Workcover Authority as the regulatory authority for the purposes of this Act.	The University may handle explosives and explosive precursors.	Level D (Decentralised)
Fair Trading Act 1987 (NSW)	An Act to regulate the supply, advertising and description of goods and services. This Act constitutes the main law covering business behaviour in NSW.	The University recruits students and other advertising, and must not engage in misleading and deceptive and unconscionable conduct.	Level B (Broad)

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Fair Work Act 2009 (Cth)	An Act to: <ul style="list-style-type: none"> - provide a framework for workplace relations. - govern the employee/employer relationship in Australia. - provide a safety net of minimum entitlements, enables flexible working arrangements and fairness at work - prevent discrimination against employees. 	The University is an employer and has Enterprise Agreements applicable to employees.	Level A (All)
Financial Transaction Reports Act 1988 (Cth)	An Act to provide for the reporting of certain transactions and transfers and to impose certain obligations in relation to accounts, and for related purposes.	An Act to provide for the reporting of certain transactions and transfers and to impose certain obligations in relation to accounts, and for related purposes.	Level C (Centralised)
Financial Transaction Reports Act 1992 (NSW)	An Act to provide for the giving of further information in relation to suspect transactions reported under the Financial Transaction Reports Act 1988 of the Commonwealth and the giving of information in relation to other suspect transactions, and for related purposes.	An Act to provide for the giving of further information in relation to suspect transactions reported under the Financial Transaction Reports Act 1988 of the Commonwealth and the giving of information in relation to other suspect transactions, and for related purposes.	Level C (Centralised)

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Fringe Benefits Tax Act 1986 (Cth)	An Act to impose a tax in respect of the value of certain fringe benefits provided in respect of the employment of employees.	The University must pay fringe benefits tax.	Level C (Centralised)
Fuel Tax Act 2006 (Cth)	An Act about fuel tax and fuel credits, and for related purposes.	The University does not run large vehicle fleets but consumes large amounts of fuel business processes (e.g. manufacturing, construction, plant operations) and may be eligible for a fuel tax credit claim.	Level D (Decentralised)
Gene Technology (Licence Charges) Act 2000 (Cth)	An Act to impose charges on licences issued under the Gene Technology Act 2000, and for related purposes.	The University must pay annual charge for GMO licenses.	Level D (Decentralised)

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Gene Technology Act 2000 (Cth)	The Office of the Gene Technology Regulator (OGTR) was established under the Act to be responsible for a national scheme to regulate genetically modified organisms (GMOs). The Act prohibits persons from dealing with GMOs (eg. research, manufacture, production, release and import) unless the dealing is: exempt, a notifiable low risk dealing, on the Register of GMOs or licensed by the OGTR.	The University is accredited by the OGTR and must supervise and monitor work in accordance with the Accreditation Guidelines when undertaking research and development in genetic technology.	Level D (Decentralised)
Government Information (Public Access) Act 2009 (NSW)	An Act to ensure open access to government information for the public by: (a) authorising and encouraging the proactive public release of government information by agencies, and (b) giving members of the public an enforceable right to access government information, and (c) providing that access to government information is restricted only when there is an overriding public interest against disclosure.	The University must make certain information publicly available through its website and release further information provided there is no overriding public interest against disclosure.	Level A (All)

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Hazardous Waste (Regulation of Exports and Imports) Act 1989 (Cth)	An Act to provide for the regulation of the export, import and transit of hazardous waste, and for related purposes.	The University must apply and obtain a permit for the export, import and transit of hazardous waste to ensure that exported, imported or transited waste is managed in an environmentally sound manner.	Level D (Decentralised)
Health Practitioner Regulation National Law Act 2009 (NSW)	Legislation relating to the regulation of health practitioners and for related purposes.	The University has accredited programs of study, and reporting and notification obligations for students as registered health practitioners.	Level B (Broad)
Health Records and Information Privacy Act 2002 (NSW)	An Act to promote fair and responsible handling of health information by: (a) protecting the privacy of an individual's health information that is held in the public and private sectors, and (b) enabling individuals to gain access to their health information, and (c) providing a framework for the resolution of complaints regarding the handling of health information.	The University collects personal health information of staff and students.	Level A (All)

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Heritage Act 1977 (NSW)	<p>An Act to conserve the environmental heritage of the State Heritage significance interpretation. In this Act:</p> <ul style="list-style-type: none"> - State heritage significance, in relation to a place, building, work, relic, moveable object or precinct, means significance to the State in relation to the historical, scientific, cultural, social, archaeological, architectural, natural or aesthetic value of the item. - Local heritage significance, in relation to a place, building, work, relic, moveable object or precinct, means significance to an area in relation to the historical, scientific, cultural, social, archaeological, architectural, natural or aesthetic value of the item. - An item can be both of State heritage significance and local heritage significance. An item that is of local heritage significance may or may not be of State heritage significance. - Aboriginal heritage items and places are also covered by this act. 	The University owns and develops land that may be subject to heritage orders, listing on the State Heritage Register or conservation management plans.	Level B (Broad)
Higher Education Support Act 2003 (Cth)	An Act relating to the funding of higher education. This Act primarily provides for the Commonwealth to give financial support for higher education through grants and other payments made largely to higher education providers; and through financial assistance to students (usually in the form of loans).	The University is a higher education provider.	Level B (Broad)

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Human Tissue Act 1983 (NSW)	The Act deals with a variety of matters, the common element of which is the use of tissue, including blood, from either a living or dead body for medical, scientific or therapeutic purposes. The Act deals with: 1. Donations of tissue by living adults and children; 2. Blood donations; 3. Removal of tissue after death; 4. Post-mortem examinations and 5. Prohibition of the trade in tissue.	The University handles cadavers and tissue from deceased persons, as well as human research and teaching activities utilising human tissue.	Level D (Decentralised)

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Impounding Act 1993 (NSW)	<p>The objects of this Act are:</p> <p>(a) to empower authorised persons to impound and deal with animals and articles in public places and places owned or under the control of certain public authorities if, in the case of animals, they are unattended or trespassing or, in the case of articles, they have been abandoned or left unattended, and</p> <p>(b) to empower occupiers of private land to impound and deal with animals trespassing on their land, and</p> <p>(c) to provide for the release of impounded animals and articles that are claimed by their owners, and</p> <p>(d) to provide for the disposal of impounded animals and articles that are not claimed by their owners and, if they are disposed of by sale, to provide for the disposal of the proceeds of sale.</p>	<p>The University owns and controls land used by the public and may impound, deal with, and dispose of animals and articles if, in the case of animals, they are unattended or trespassing or, in the case of articles, they have been abandoned, left unattended, or unclaimed. If the animals and articles are unclaimed by its owners, the University can dispose of them by sale, and provide for the disposal of the proceeds of sale.</p>	<p>Level D (Decentralised)</p>
Inclosed Lands Protection Act 1901 (NSW)	<p>An Act to consolidate the enactments relating to the protection of inclosed lands from intrusion and trespass.</p>	<p>The University owns and controls inclosed lands, and can take action for unauthorised entry.</p>	<p>Level D (Decentralised)</p>
Income Tax Act 1986 (Cth)	<p>An Act to impose a tax upon incomes.</p>	<p>The University is an employer and must deduct income tax from employee salaries.</p>	<p>Level C (Centralised)</p>

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Income Tax Rates Act 1986 (Cth)	An Act to declare the rates of income tax.	The University must deduct the specified income tax from employee salaries.	Level C (Centralised)
Independent Commission Against Corruption Act 1988 (NSW)	An Act to constitute the Independent Commission Against Corruption in NSW (the Commission) as an independent and accountable body with special powers to inquire into allegations of corruption and with the following responsibilities: (i) to investigate, expose and prevent corruption involving or affecting public authorities and public officials, and (ii) to educate public authorities, public officials and members of the public about corruption and its detrimental effects on public administration and on the community. Under the Act, certain persons have a duty to report corrupt conduct to the Commission (Ombudsman, Commissioner of Police, principal officer of a public authority, an officer who constitutes a public authority, Minister of the Crown).	The Vice-Chancellor must be report suspected corrupt conduct to the Commission, who have powers to investigate allegations of corruption in University operations.	Level A (All)
Independent Contractors Act 2006 (Cth)	This Act allows independent contractors to make their own commercial arrangement, free from the constraints of industrial and employment law.	The University engages independent contractors and is involved in services contracts and the payment of payroll tax, group tax and compulsory employer superannuation contributions.	Level B (Broad)

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Industrial Chemicals (Notification and Assessment) Act 1989 (Cth)	An Act to establish a national system of notification and assessment of industrial chemicals, to provide for registration of certain persons proposing to introduce industrial chemicals, to provide for national standards for cosmetics imported into, or manufactured in, Australia, and for related purposes.	The University uses industrial chemicals for industrial use. They include laboratory chemicals, paints, solvents, dyes and adhesives, amongst others.	Level D (Decentralised)
Industry Research and Development Act 1986 (Cth)	An Act to encourage certain research and development.	The University, as an R&D entity, must apply for R&D activities to be entitled to a tax offset (an R&D tax offset) under Division 355 of the Income Tax Assessment Act 1997 for the R&D activities.	Level B (Broad)
Insurance Act 1902 (NSW)	An Act to provide legislation in the area of Life, Fire and Marine Insurance.	The University enters into insurance contracts and makes insurance claims.	Level C (Centralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Local Land Services Act 2013 (NSW)	<p>This Act:</p> <ul style="list-style-type: none"> - to establish a statutory corporation (to be known as Local Land Services) with responsibility for management and delivery of local land services in the social, economic and environmental interests of the State in accordance with any State priorities for local land services, - to establish a governance framework to provide for the proper and efficient management and delivery of local land services, - to establish local boards for the purpose of devolving management and planning functions to regional levels to facilitate targeted local delivery of programs and services to meet community, client and customer needs, - to require decisions taken at a regional level to take account of State priorities for local land services, - to ensure the proper management of natural resources in the social, economic and environmental interests of the State, consistently with the principles of ecologically sustainable development (described in section 6 (2) of the Protection of the Environment Administration Act 1991), - to apply sound scientific knowledge to achieve a fully functioning and productive landscape, - to encourage collaboration and shared 	The University owns and controls land which must be managed in accordance with State priorities for local land services .	Level C (Centralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Long Service Leave Act 1955 (NSW)	An Act to make provisions entitling workers to long service leave.	University employees are eligible to take long service leave after 10 years' service and thereafter after each 5 years' service for eligible employees.	Level B (Broad)
Multiculturalism Act 2000 (NSW)	An Act to establish multicultural principles as the policy of the State; to constitute Multicultural NSW; to provide for its objectives and functions; to repeal the Ethnic Affairs Commission Act 1979 and to amend certain other Acts and regulations; and for other purposes.	The University as a public authority must observe the principles of multiculturalism.	Level C (Centralised)
National Greenhouse and Energy Reporting Act 2007 (Cth)	This Act: - provides for a single national reporting framework for information related to greenhouse gas emissions, greenhouse gas projects, energy production and energy consumption. - includes regulations and guidelines for measurement of emissions, energy production and use to ensure standardisation of terms and measurement data. - aims to provide the basis for the future introduction of an emissions trading scheme.	The University and its controlled entities operate facilities that may emit greenhouse gases, and other energy production.	Level D (Decentralised)
National Health and Medical Research Council Act 1992 (Cth)	An Act to establish a National Health and Medical Research Council, and for related purposes.	The University receives National Health and Medical Research Council funding.	Level B (Broad)

Legislation	Purpose of Legislation	Relevance to the University	Level
National Health Security Act 2007 (Cth)	<p>An Act to provide for National Health Security. The Act seeks to:</p> <ul style="list-style-type: none"> - provide a national system of public health surveillance to enhance the capacity to identify, and respond to, significant public health events including the occurrence of:- certain communicable diseases; certain releases of chemical, biological or radiological agents; public health risks; overseas mass casualties; and - provide for the sharing of information with the World Health Organization; and countries affected by an event relating to public health or an overseas mass casualty; and - support the Commonwealth, States and Territories in giving effect to the International Health Regulations. 	The University stores, possesses, uses and transports Security Sensitive Biological Agents (SSBA).	Level C (Centralised)
National Statement on Ethical Conduct in Human Research 2007 (Cth)	The purpose of this National Statement is to promote ethically good human research.	The University undertakes research with human participants.	Level B (Broad)
Native Title Act 1993 (Cth)	An Act about native title in relation to land or waters, and for related purposes.	University grounds may be subject to native title applications.	Level C (Centralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Nuclear Non-Proliferation (Safeguards) Act 1987 (Cth)	An Act to make provision in relation to the non-proliferation of nuclear weapons and to establish, in accordance with certain international treaties and agreements to which Australia is a party, a system for the imposition and maintenance of nuclear safeguards in Australia, and for related matters.	If the University possesses or transports nuclear material or runs a nuclear facility it must obtain appropriate permits; this is only necessary if the materials/facilities being used fall under the definitions found in the relevant treaties.	Level D (Decentralised)
Ombudsman Act 1976 (NSW)	An Act to provide for the appointment of, and to define the functions of, the NSW Ombudsman. The Ombudsman has functions including investigating and making determinations in respect of reportable conduct. Note- complaints are the primary mechanism to trigger an investigation by the Ombudsman, however, an investigation may take place whether or not a complaint has been received.	NSW Ombudsman can investigate universities.	Level C (Centralised)
Ozone Protection Act 1989 (NSW)	An Act to empower the regulation and prohibition of the manufacture, sale, distribution, use, emission, re-cycling, storage and disposal of stratospheric ozone depleting substances and articles which contain those substances; and for other purposes.	The University must not produce or uses substances that deplete or are likely to deplete stratospheric ozone when emitted into the atmosphere, or articles that contain or use those substances in their operation.	Level D (Decentralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Ozone Protection and Synthetic Greenhouse Gas Management Act 1989 (Cth)	An Act to provide for measures to protect the ozone layer and to minimise emissions of Synthetic Greenhouse Gases (SGGs).	The University may use substances that deplete ozone in the atmosphere, specifically Ozone Depleting Substances (ODS) and Synthetic Greenhouse Gases (SGGs) and products containing these gases. These gases are commonly used as refrigerant gases in refrigeration and air conditioning equipment.	Level D (Decentralised)
Paid Parental Leave Act 2010 (Cth)	An Act to provide for the payment of parental leave pay.	The University administers PPL payments to eligible employees, as determined by the Family Assistance Office, with 18 weeks of Parental Leave Pay at the rate of the National Minimum Wage.	Level B (Broad)
Patents Act 1990 (Cth)	An Act relating to patents of inventions.	University employees and students create and use patents.	Level B (Broad)

Legislation	Purpose of Legislation	Relevance to the University	Level
Payroll Tax Act 2007 (NSW)	An Act to establish the framework for the imposition and collection of Payroll Tax.	The University is liable to pay payroll tax on the following expenditure items: 1. Salaries and wages, 2. All untaken recreation leave and long service leave accrued and paid by lump sum upon termination, 3. Subsistence and Car Allowance payments, 4. Contribution to official overseas travel expenses, and 5. Special studies travel grant.	Level C (Centralised)
Personal Property Securities Act 2009 (Cth)	An Act relating to personal property securities.	The University takes, registers, and enforces security over all personal property other than land or buildings, and must be attached to collateral.	Level D (Decentralised)
Pesticides Act 1999 (NSW)	The Act: - controls the use of pesticides in New South Wales. - aims to reduce the risks associated with the use of pesticides to human health, the environment, property, industry and trade. - aims to promote collaborative and integrated policies for the use of pesticides.	The University uses pesticides on campus in agriculture, on public lands and on domestic and commercial premises.	Level D (Decentralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Poisons and Therapeutic Goods Act 1966 (NSW)	<p>An Act:</p> <ul style="list-style-type: none"> - relating to the regulation, control and prohibition of the supply and use of poisons, restricted substances, drugs of addiction, certain dangerous drugs and certain therapeutic goods; - to establish a Poisons Advisory Committee and to define its powers, authorities, duties and functions. - with a number of provisions for the manufacture, wholesale supply, general supply, distribution, storage and dispensing of therapeutic goods or poisonous substances. 	The University is involved in research activities, teaching activities, delivery of Health and Veterinary Services and in the Facilities Management storage of chemicals used for landscape management.	Level D (Decentralised)
Prevention of Cruelty to Animals Act 1979 (NSW)	An Act for the prevention of cruelty to animals.	The University must comply with requirements relating to animals in its control.	Level D (Decentralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Privacy Act 1988 (Cth)	<p>This Act:</p> <ul style="list-style-type: none"> (a) to promote the protection of the privacy of individuals; and (b) to recognise that the protection of the privacy of individuals is balanced with the interests of entities in carrying out their functions or activities; and (c) to provide the basis for nationally consistent regulation of privacy and the handling of personal information; and (d) to promote responsible and transparent handling of personal information by entities; and (e) to facilitate an efficient credit reporting system while ensuring that the privacy of individuals is respected; and (f) to facilitate the free flow of information across national borders while ensuring that the privacy of individuals is respected; and (g) to provide a means for individuals to complain about an alleged interference with their privacy; and (h) to implement Australia's international obligation in relation to privacy. 	<p>The University collects, stores, uses, discloses, and destroys information of individuals (e.g. staff, students) - tax file number information only under the Commonwealth Act - the NSW Act prevails for everything else. The University entities have additional obligation under the Commonwealth Act.</p>	Level A (All)

Legislation	Purpose of Legislation	Relevance to the University	Level
Privacy and Personal Information Protection Act 1998 (NSW)	<p>This Act:</p> <ul style="list-style-type: none"> - provides for the protection of personal information, and for the protection of the privacy of individuals generally. - sets privacy standards applicable for NSW State and Local government agencies and private sector persons and organisations in NSW. <p>Privacy NSW is established by the Act as the Office of the NSW Privacy Commissioner.</p>	The University collects, stores, uses, discloses, and destroys information of individuals (e.g. staff, students).	Level A (All)
Prohibition of Human Cloning for Reproduction Act 2002 (Cth)	An Act to prohibit human cloning for reproduction and other unacceptable practices associated with reproductive technology, and for related purposes.	The University conducts research and scientific developments in relation to human reproduction and the utilisation of human embryos.	Level D (Decentralised)
Protection of Cultural Objects on Loan Act 2013 (Cth)	An Act to encourage the loan of objects from overseas for temporary public exhibition in Australia, and for related purposes.	The University imports (on loan), collects, and publicly exhibits in Australia objects that are normally in a foreign country for temporary public exhibition and are of interest for archaeological, artistic, ethnological, historical, literary, scientific or technological reasons.	Level D (Decentralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Protection of Movable Cultural Heritage Act 1986 (Cth)	An Act to protect Australia's heritage of movable cultural objects, to support the protection by foreign countries of their heritage of movable cultural objects, and for related purposes.	The University may deal with objects that are significant to Australian history, significant cultural material, or foreign cultural property, where license and export/acquisition/return requirements must be met.	Level D (Decentralised)
Protection of the Environment Operations Act 1997 (NSW)	An Act to: - protect, restore and enhance the environment in NSW; - promote public access to information about pollution; - simplify the regulatory and administrative aspects of environment protection legislation; and - provide that the EPA (Environment Protection Authority) be the regulatory authority for the purposes of the Act. Procedural matters including the drafting and publishing of PEP's (Protection of the Environment Policies) by the EPA with associated impact statements and public consultation and notice are covered in the Act.	The University owns and controls industrial premises.	Level C (Centralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Psychotropic Substances Act 1976 (Cth)	An Act to Approve Ratification of the Convention on Psychotropic Substances and to give effect to that Convention with respect to certain Psychotropic Substances and Psychotropic Preparations that enter Australia in the course of Consignment from one place outside Australia to another place outside Australia.	The University must comply with the requirements of this Act including the authorization of transmission requirements in relation to the list of substances or materials.	Level D (Decentralised)
Public Finance and Audit Act 1983 (NSW)	An Act to make provision with respect to the administration and audit of public finances.	The University is audited by the NSW Auditor General and accountable for control of funds.	Level C (Centralised)
Public Health Act 2010 (NSW)	An Act to improve the health of the people of NSW through provisions for public health programs.	The University must comply with the notification, response, and control measures for notifiable diseases and medical conditions.	Level C (Centralised)
Public Interest Disclosures Act 1994 (NSW)	This Act seeks to provide protection for public officials who make reports/disclosures concerning corrupt conduct, maladministration and waste in the public sector.	The University must comply with the Act for the reports of wrongdoings by employees.	Level A (All)

Legislation	Purpose of Legislation	Relevance to the University	Level
Racial Discrimination Act 1975 (Cth)	The Act gives effect to Australia's obligations under the International Convention on the Elimination of All Forms of Racial Discrimination. Its major objectives are to promote equality before the law for all persons, regardless of their race, colour or national or ethnic origin, and make discrimination against people on the basis of their race, colour, descent or national or ethnic origin unlawful.	The University must not unlawfully discriminate against persons on the basis of race in relation to: <ul style="list-style-type: none"> - employment - provision of services - provision of accommodation. 	Level A (All)
Radiation Control Act 1990 (NSW)	This Act provides for the regulation and control of radioactive substances, radioactive sources and radiation apparatus.	The University possesses, owns, or uses radioactive substances and operates certain radiation apparatuses.	Level D (Decentralised)
Real Property Act 1900 (NSW)	An Act for the declaration of titles to land and the facilitation of its transfer. The Act establishes the Registrar-General as responsible for the administration of the Act.	The University owns and develops land and must record title particulars of dealings on a Register for land as prescribed by the Act.	Level D (Decentralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Recreation Vehicles Act 1983 (NSW)	An Act to regulate the off-road use of motor vehicles.	The University uses University-owned recreational vehicles on restricted land (i.e. land that is not a public road nor a recreational vehicle area or is considered "off-road"; the land does not have to be owned by the University) for various purposes such as research in National Parks etc.	Level D (Decentralised)
Research Involving Human Embryos Act 2002 (Cth)	An Act to regulate certain activities involving the use of human embryos, and for related purposes.	The University undertakes research involving human embryos.	Level D (Decentralised)
Retail Leases Act 1994 (NSW)	An Act to make provision with respect to the leasing of certain retail shops and the rights and obligations of lessors and lessees of those shops, and for other purposes.	The University leases retail space and must comply with the Act for lease arrangements.	Level D (Decentralised)
Roads Act 1993 (NSW)	An Act to make provision for the roads of NSW.	The University owns and develops land with public roads.	Level D (Decentralised)
Rural Fires Act 1997 (NSW)	An Act to establish the NSW Rural Fire Service and define its functions; to make provision for the prevention, mitigation and suppression of rural fires.	The University owns and controls land that may be subject to Fire Permits, and bushfire prone land.	Level D (Decentralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Safe Work Australia Act 2008 (Cth)	An Act to establish Safe Work Australia, and for related purposes.	The University must comply with directions from Safe Work Australia including those to improve occupational health and safety outcomes and workers' compensation arrangements.	Level C (Centralised)
Safety, Rehabilitation and Compensation Act 1988 (Cth)	An Act relating to the rehabilitation of employees of the Commonwealth and certain corporations and to workers' compensation for those employees and certain other persons, and for related purposes.	The University must pay compensation to employees in prescribed circumstances.	Level C (Centralised)
Sale of Goods Act 1923 (NSW)	An Act to codify and amend the law relating to the Sale of Goods.	The University is involved in contracts where it transfers or agrees to transfer its right of ownership in goods.	Level C (Centralised)
Science and Industry Endowment Act 1926 (Cth)	An Act to constitute a Fund to be utilized for the purposes of Scientific and Industrial Research.	The University is able to receive amounts to provide assistance to persons engaged in scientific research; and in the training of students in scientific research. It may be subject to audits from time to time.	Level B (Broad)
Science and Industry Research Act 1949 (Cth)	An Act relating to the Commonwealth Scientific and Industrial Research Organisation.	The University is able to receive support and assistance from CSIRO.	Level B (Broad)

Legislation	Purpose of Legislation	Relevance to the University	Level
Security Industry Act 1997 (NSW)	An Act to provide for the licensing and regulation of persons in the security industry; to repeal the Security (Protection) Industry Act 1985 ; and for related purposes.	The University conducts security operations and employs security personnel.	Level C (Centralised)
Sex Discrimination Act 1984 (Cth)	The Sex Discrimination Act 1984 gives effect to Australia's obligations under the Convention on the Elimination of All Forms of Discrimination Against Women and certain aspects of the International Labour Organisation (ILO) Convention 156.	The University must not unlawfully discriminate against persons on the basis of sex.	Level A (All)
Smoke-Free Environment Act 2000 (NSW)	The object of this Act is to promote public health by reducing exposure to tobacco and other smoke in enclosed public places.	The University has enclosed public spaces and individuals must not smoke within them.	Level A (All)

Legislation	Purpose of Legislation	Relevance to the University	Level

Legislation	Purpose of Legislation	Relevance to the University	Level
Soil Conservation Act 1938 (NSW)	An Act to make provision for the conservation of soil resources and farm water resources and for the mitigation of erosion.	The University owns and controls land with soil and farm water resources.	Level D (Decentralised)
Spam Act 2003 (Cth)	This Act sets up a scheme for regulating commercial electronic messages.	The University sends electronic messages to staff, students, and the public. Note that voice calls are not considered to be electronic messages.	Level C (Centralised)
State Authorities Superannuation Act 1987 (NSW)	An Act to establish a superannuation scheme for certain employees in the public sector; and for other purposes.	The University, as an employer, participates in this scheme.	Level C (Centralised)
State Records Act 1998 (NSW)	An Act to make provision for the creation, management and protection of the records of public offices of the State and to provide for public access to those records, to establish the State Records Authority; and for other purposes.	The University makes, keeps, receives state records in the course of its operations as a public office.	Level A (All)

Legislation	Purpose of Legislation	Relevance to the University	Level
Statement on Consumer and Community Participation in Health and Medical Research 2016 (Cth)	Statement on consumer and Community Participation in Health and Medical Research.	The University conducts research with consumer and community participation at all levels and across all types of health and medical research.	Level B (Broad)
Stock Medicines Act 1989 (NSW)	An Act relating to medicines for stock and other animals for the purposes of enhancing the quality of agricultural production, protecting the environment and safeguarding the health of stock and other animals; and for other purposes.	The University engages in activities with livestock and agricultural production processes.	Level D (Decentralised)
Superannuation Act 1916 (NSW)	An Act to provide a State provident fund for persons employed by the State or other relevant bodies. The Act deals with procedural matters relating to the State Superannuation Fund including setting up reserves and general operations and management of the fund.	The University participates in this Scheme.	Level C (Centralised)
Superannuation Guarantee (Administration) Act 1992 (Cth)	An Act to impose a charge on any shortfall in the amount contributed by employees to Retirement Savings Accounts (RSA's) or superannuation funds for the benefit of employees.	The University, as an employer, must pay the correct super contributions on behalf of eligible employees in addition to employees' salaries and wages.	Level C (Centralised)
Superannuation Guarantee Charge Act 1992 (Cth)	An Act to impose a charge on any shortfall in the amount contributed by employers to RSAs or superannuation funds for the benefit of employees.	The University as an employer must pay a charge should there be a shortfall in employer contributions.	Level C (Centralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Superannuation Industry (Supervision) Act 1993 (Cth)	An Act to make provision for the supervision of certain entities engaged in the superannuation industry, and for related purposes.	The University manages and supervises certain superannuation funds, approved deposit funds and pooled superannuation trusts, and the supervised funds and trusts may become eligible for concessional taxation treatment.	Level C (Centralised)
Surveillance Devices Act 2007 (NSW)	An Act to regulate the installation, use, maintenance and retrieval of surveillance devices.	The University uses authorised security mechanisms for the safety of its staff and students.	Level B (Broad)
Taxation Administration Act 1953 (Cth)	An Act to provide for the administration of certain Acts relating to taxation, and for purposes connected therewith.	The University must collect and recover income tax and other liabilities.	Level C (Centralised)
Taxation Administration Act 1996 (NSW)	An Act to make general provision with respect to the administration and enforcement of the other taxation laws.	The University, as a statutory body under the Public Finance and Audit Act 1983, must comply with the requirements of the Payroll Tax Act 2007 and the Duties Act 1997.	Level C (Centralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Telecommunications (Interception and Access) Amendment (Data Retention) Act 2015	An Act to amend the Telecommunications (Interception and Access) Act 1979, and for related purposes.	"The University must submit a Data Retention Implementation Plan (DRIPO, which is an agreement with the government and gives the University exclusion of inner circle and same place. The University must also not provide email addresses to persons not affiliated with the University, and must not provide anonymous internet access.	Level C (Centralised)
Tertiary Education Quality and Standards Agency Act 2011 (Cth)	An Act to regulate higher education. The Tertiary Education Quality and Standards Agency (TEQSA) regulates and assures the quality of Australia's large, diverse and complex higher education sector.	The University, as a tertiary education provider and self-creditor of courses of study, must register before it can offer or be connected with regulated higher education awards.	Level A (All)
Therapeutic Goods Act 1989 (Cth)	An Act relating to therapeutic goods	The National Institute of Complementary Medicine is involved in therapeutic goods (and poisons where applicable) that are used in Australia, whether produced in Australia or elsewhere.	Level D (Decentralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Trade Marks Act 1995 (Cth)	The Act establishes the Trade Marks Office (a Commonwealth office) and provides for sub-offices in each State. The Registrar and Deputy Registrar are responsible for recording details of registered trade marks in the Trade Marks Register (upon proper processing of an application for such registration).	The University creates and uses trade marks to distinguish the goods and services of itself from those of another. Company names, business names and domain names are not the same as trade marks and separate registration regimes exist for these.	Level B (Broad)
Trustee Act 1925 (NSW)	An Act to amend and consolidate the law relating to trustees and trust property; to amend in certain respects the law relating to executors and administrators; to amend the Wills, Probate and Administration Act 1898 and certain other Acts; and for purposes connected therewith.	The University may hold the title of property for the benefit of another, or is a beneficiary.	Level C (Centralised)
Universities Governing Bodies Act 2011 (NSW)	An Act to enable the governing bodies of universities to progressively adopt standard provisions allowing greater flexibility in their size and composition; and for other purposes.	The University's Board of Trustees may, by a resolution passed by at least two-thirds of the members displace replaceable provisions of its University Act and adopt standard governing body provisions, and notice of the resolution must be given as prescribed.	Level C (Centralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Values and Ethics Guidelines for Ethical Conduct in Aboriginal and Torres Strait Islander Health Research (Cth)	Guidelines for health research involving Aboriginal and Torres Strait Islander Peoples.	The University is involved research about and in Aboriginal and Torres Strait Islander communities.	Level C (Centralised)
Waste Avoidance and Resource Recovery Act 2001 (NSW)	An Act to encourage resource efficiency, waste avoidance, and environmental harm reduction in accordance with ecologically sustainable development principles.	The University owns and controls land, and must comply with all current adopted and appropriate state-wide waste strategies and programs.	Level C (Centralised)
Water Act 1912 (NSW)	An Act to consolidate the Acts relating to Water Rights, Water and Drainage, Drainage Promotion, and Artesian Wells.	The University owns and controls land, and must obtain any requisite licenses and/or permits.	Level C (Centralised)
Water Management Act 2000 (NSW)	An Act to provide for the protection, conservation and ecologically sustainable development of the water sources of the State, and for other purposes.	The University owns and controls land, and must apply ecologically sustainable development principles in protecting, enhancing, and managing its water sources.	Level C (Centralised)

Legislation	Purpose of Legislation	Relevance to the University	Level
Weapons of Mass Destruction (Prevention and Proliferation) Act 1995 (Cth)	An Act to prohibit the supply or export of goods that will or may be used in, and the provision of services that will or may assist, the development, production, acquisition or stockpiling of weapons capable of causing mass destruction or missiles capable of delivering such weapons.	The University must ensure its employees do not supply goods (including documents) or services that are prohibited under this Act, unless a permit has been provided by the Minister authorising such action.	Level D (Decentralised)
Western Sydney University Act 1997 (NSW)	An Act to provide for the constitution and functions of the University of Western Sydney; to repeal the University of Western Sydney Act 1988; and for other purposes.	Establishes and constitutes the University; prescribes its objects, functions, and powers. This Act establishes the University as a corporate entity and sets out its object and functions. In particular it defines the membership, functions and powers of the governing body of the University, the Board of Trustees.	Level B (Broad)

Legislation	Purpose of Legislation	Relevance to the University	Level
Work Health and Safety Act 2011 (NSW)	An Act to secure the health, safety and welfare of persons at work.	The University must ensure the health, safety and welfare at work of all employees. The University is also responsible for the health and safety of people other than employees (such as students), who may be present at the workplace.	Level A (All)
Workers Compensation Act 1987 (NSW)	An Act to provide for the compensation and rehabilitation of workers in respect of work related injuries.	The University has liability where a worker is injured during the course of employment.	Level C (Centralised)
Workplace Gender Equality Act 2012 (Cth)	An Act to promote and improve gender equality (including equal remuneration) in the workplace, to establish the Workplace Gender Equality Agency and the office of the Director of Workplace Gender Equality, and for related purposes.	The University is an employer who is subject to various gender equality indicators (for example, equal remuneration between women and men).	Level A (All)

Legislation	Purpose of Legislation	Relevance to the University	Level
Workplace Injury Management and Workers Compensation Act 1998 (NSW)	An Act to provide for the effective management of work-related injuries, medical and vocational rehabilitation, compensation and income support, and for reasonable treatment and other related expenses.	The University is an employer whose employees may sustain work-related injuries and may be subject to injury management plans. The University has a licensed insurer and holds a current Workers Compensation Insurance Policy that covers all employees.	Level C (Centralised)
Workplace Surveillance Act 2005 (NSW)	An Act regulating the surveillance of employees at work.	The University is an employer who is lawfully able to undertake surveillance of its employees under particular circumstances.	Level B (Broad)

Definitions:

Level A (All) - Applies to all activities at the University. Managed by one business or academic unit in the University.

Level B (Broad) - Applies to broadly occurring activities across more than one business and/or academic unit. Joint management teams.

Level C (Centralised) - Applies to University-wide activities. Central management on behalf of the University.

Level D (Decentralised) - Applies to discrete or specialised (functions not commonly occurring over more than 1 business or academic unit). Separate management across different business and/or academic units.

Watchlist

Legislation Name	Related to	Impacts
EU General Data Protection Regulation	Privacy legislation Personal information	Research collaboration, participants, IT systems, EU students and staff, marketing, products
National Consumer Credit Protection Act	Student loans	Marketing, finance, students
National Vocational Education and Training Regulator Act 2011 (Cth)	VET qualifications and attainment	Students, accreditation
Personally Controlled Electronic Health Records Act	Privacy legislation Personal information	IT systems, health clinics
Public Works and Procurement Act 1912 (NSW)	Procurement of goods and services for New South Wales government agencies.	Procurement Development