# Privacy Policy

| Policy Category | **Policy**/guideline/procedure/rules | | |
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| **Review** | Three years from the date of Approval | | |
| **Policy Code** | GP006 | | |
| **Contacts** | policy@imc.edu.au | | |
| **Version** | **Approval Authority** | **Approval Date** | **Commencement Date** |
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## 1. Purpose

Australian National Institute of Management and Commerce (Institute/we/our) is committed to providing all stakeholders with the highest professional service. The purpose of this Privacy Policy is to communicate to any individual who discloses personal information to the Institute (you/your/yours) how we manage, collect, deal with, protect and allow access to personal information under the *Privacy Act 1988 (Cth) (the Privacy Act)*, the *Australian Privacy Principles (the APPs)*, the *Health Records and Information Privacy Act 2002 (HRIPA*) and other relevant privacy laws, including but not limited to regulations, statutory guidelines, codes of practice and privacy directions. We understand the importance placed on the privacy of your personal information. The Institute will endeavour to make you aware of the contents of this Privacy Policy before or as soon as reasonably practicable after collecting any personal information about you.

## 2. Scope

This Privacy Policy applies to our management of the personal information of any individual who discloses personal information to the Institute, whether they are a part of the Institute community or any member of the public worldwide and includes our students, clients, employees, customers, suppliers, contractors, visiting academics, volunteers and prospective employees. This Privacy Policy does not apply to our acts and practices that relate directly to our current and former employee records. The Policy applies to all members of the Institute community who access, use, or deal with personal information on the Institute's behalf or possess or handle questions or complaints about personal information in the course of the Institute's activities.

The policy forms part of all the Institute agreements, contracts and business practices that involve the collection and/or management of personal information.

## 3. Principles

<u>Why do we collect, hold, use and disclose personal information?</u>
We collect, hold, use and disclose personal information for the following purposes:

- to process applications for study and work; and
- as is reasonably necessary and convenient for our business functions and activities.

Unless otherwise provided by law, we will not collect, hold, use or disclose sensitive information without your consent. Sensitive information may include health, health treatment, medical needs, race, ethnicity, religion, professional affiliations, political affiliations, professional memberships, criminal record, sexuality,

disability status, religious beliefs, philosophical beliefs, trade union memberships, and genetic or biometric data.

If you do not agree with any part of this policy, we recommend that you not provide us with your personal information. Please let us know if you would like to access any of our services anonymously or by using a pseudonym. However, we will require you to identify yourself if:

- we are required by law to deal with individuals who have identified themselves; or
- it is impracticable for us to deal with you if you do not identify yourself or elect to use a pseudonym.

Please be aware that your request to be anonymous or to use a pseudonym may affect our ability to provide you with the requested goods and/or services.

What kind of personal information do we collect and use?

The nature and extent of personal information we collect varies depending on your interaction with us and the nature of our functions and activities.

Personal information that we commonly collect, hold, use and disclose could include your name, position, date of birth, current address, demographic, facsimile numbers, email address, telephone numbers, next of kin, tax file number, education details, enrolments, grades and course feedback, participation in research projects, health and medical or Medicare number, Australian Business Number, bank details, business references, financial details, police checks (if required), your transactions with us, photograph or video recording (e.g. identity card, lecture capture, CCTV footage), details about your business, drivers licence number, vehicle registration and contact details, and preferred means of contact, professional and academic credentials, employment status, technology you use to access our services, how and when you use our services, hobbies, interests and sensitive information (such as health or medical matters, professional affiliations or memberships, criminal record or other genetic or biometric data).

How do we collect and hold personal information?

Where possible, we will collect personal information directly from you. We collect information through various means, including interviews, appointments, forms, surveys, applications and questionnaires (whether in hardcopy or electronic format, including information submitted via our website or other electronic means). If you feel that the information we request on our forms or in our discussions with you differs from what you wish to provide, please raise this with us.

In some situations, we may also obtain personal information about you from a third-party source. If we collect information about you in this way, we will take reasonable steps to contact you and ensure that you know the purposes for which we collect your personal information and the organisations to which we may disclose your information, subject to any exceptions under the *Privacy Act.*

If we receive unsolicited personal information about you that we could not have collected under this Privacy Policy and the *Privacy Act,* we will, within a reasonable period, destroy or de-identify such information received.

Our internet service provider may record details of visits to our site, and when visiting our site, your visit may be logged and the following information collected:

- the visitor's server address, domain name and browser type;
- the date and time of the visit to the site;
- the pages accessed and the documents downloaded;
- the previous website visited;
- the user's operating system; and
- the links followed from other sites to get to the current site.

*The information listed above will only be used internally for statistical and research purposes.*

When do we use and disclose your personal information? We will only use and disclose your personal information:

- if we get your consent; or
- for purposes that are related to the purposes for which the information was collected, and
- in accordance with this Privacy Policy and the *Privacy Act*.

For the purposes referred to in this Privacy Policy, we may disclose your personal information to other parties, including:

- your referees;
- your former employers;
- your education providers;
- credit agencies;
- our professional advisors, including our accountants, auditors and lawyers;
- our Related Entities and Related Bodies Corporate (as those terms are defined in the *Corporations Act 2001* (Cth)); and
- our employees, contractors and suppliers;
- professional membership agencies;
- professional accreditation authorities;
- disclosure to government agencies with responsibility for administering and regulating education providers in Australia, such as the Tertiary Quality Standards Agency (TEQSA) and the Tuition Protection Service (TPS), and disclosure to government agencies with responsibility for administering immigration and student visa arrangements (including disclosure of suspected breaches of student visa conditions).

We will only use or disclose your personal information for direct marketing if:

- we collected the information from you;
- it is reasonable in the circumstances to expect that we would use or disclose the information for direct marketing purposes;
- we provide you with a simple means to 'opt-out' of direct marketing communications from us; and
- you have not elected to 'opt-out' of receiving our direct marketing communications.

Do we send information overseas?

It is likely that we will disclose personal information to overseas recipients, and it is not practicable for us to specify the countries in which overseas recipients of personal information are located.

If we disclose your personal information to overseas recipients, we will take reasonable steps to ensure that such recipients do not breach the *Privacy Act* and the *APPs* unless:

- we believe that the overseas recipient is subject to a law that has the same effect of protecting personal information in a way that, overall, is at least substantially similar to how the *Privacy Act* and the *APPs* protect personal information, and there are mechanisms available for you to access to take action to enforce that protection of law; or
- we obtain your express consent to disclose personal information to overseas recipients.

Access to and correction of your personal information

You have a right to access your personal information by directing your enquiry to privacy@imc.edu.au

We are not obliged to allow access to your personal information if:

- we reasonably believe that giving access would pose a severe threat to the life, health or safety of any individual or public health or public safety;
- giving access would have an unreasonable impact on the privacy of other individuals;
- the request for access is frivolous or vexatious;

- the information relates to existing or anticipated legal proceedings between you and the Institute and would not ordinarily be accessible by the discovery process in such proceedings;
- giving access would reveal our intentions concerning negotiations with you in a way that would prejudice those negotiations;
- giving access would be unlawful;
- denying access is required or authorised by or under an Australian law or a court/tribunal order;
- we have reason to suspect that unlawful activity or misconduct of a serious nature relating to our functions or activities has been, is being or may be engaged in and giving access would be likely to prejudice the taking of appropriate action concerning the matter;
- giving access would be likely to prejudice one or more enforcement-related activities conducted by, or on behalf of, an enforcement body; or
- giving access would reveal internal evaluative information concerning a commercially sensitive decision-making process.

We will also take reasonable steps to correct personal information to ensure that, having regard to the purpose for which it is held, it is accurate, up-to-date, complete, relevant and not misleading if:

- we are satisfied the information is inaccurate, out-of-date, incomplete, irrelevant or misleading, having regard to a purpose for which it is held; or
- you request us to correct the information.

If you request access to or correction of personal information, we will:

- respond to your request within a reasonable period; and
- if reasonable and practicable, give access to or correct the information as requested.

If we refuse to give access to the personal information because of an exception or in the manner requested by you, we will provide you with a written notice that sets out at a minimum:

- our reasons for the refusal (to the extent it is reasonable to do so); and
- the mechanisms available to complain about the refusal.

If we refuse a request to correct personal information, we will:

- give you a written notice setting out the reasons for the refusal and how you may make a complaint; and
- take reasonable steps to associate a statement with the personal information we refuse to correct.

We reserve the right to charge you reasonable expenses for providing access or correcting personal information, such as a fee for photocopying any requested information. If we charge you for giving access or making a correction to your personal information, such charges must:

- not be excessive; and
- not apply to requesting access or correction to personal information.

Nothing in this Privacy Policy replaces other informal or legal procedures by which an individual can be provided with access to or to correct personal information.

Integrity of your personal information We will take reasonable steps to:

- ensure that the personal information that we collect is accurate, up-to-date and complete;
- ensure that the personal information that we hold, use or disclose is accurate, up-to-date, complete and relevant; and
- secure your personal information.

We will take reasonable steps to protect personal information from:

- misuse, interference and loss; and
- unauthorised access, modification or disclosure.

We will take reasonable steps to destroy or de-identify personal information that we hold if we no longer need the information for the primary purpose for which it was collected and if we are not otherwise required by law to retain it.

Anonymity, Identifiers and Transfer of Health Information outside NSW In relation to health information, we will:

- provide individuals with the option of receiving health services anonymously; and/or
- assign a unique identification number to an individual,
- where it is reasonably practicable and lawful in the circumstances and does not negatively affect the functions of the Institute.

We will transfer health information outside New South Wales or to a Commonwealth agency in limited circumstances, including where the recipient of the health information is subject to principles that are substantially similar to NSW privacy principles, where the individual has provided consent, or the transfer is necessary for the performance of a contract between the Institute and a third party.

Further information concerning anonymity, identifiers and the transfer of health information outside NSW can be obtained from the details listed below.

Complaints

Individuals may complain to the Human Resources Office if they believe the Institute has mishandled their personal information. Complaints can be communicated through privacy@imc.edu.au.

The following must be reported to the Human Resources Office, which is the point of contact for privacy matters listed below:

- concerns about personal information contained in the records of a client,
- concerns that a stakeholder's personal information may have been mishandled;
- complaints/allegations about a breach of privacy of which they become aware; and
- all privacy-related matters referred from the Privacy Commissioner within the Office of the Australian Information Commissioner of which they become aware.

Various factors can cause personal information security breaches, affect different types of personal information and give rise to a range of actual or potential harm to individuals, agencies and organisations. Consequently, there is no single way of responding to a personal information security breach. Each breach must be dealt with on a case-by-case basis. All complaints and alleged breaches will be investigated, and the complainant will be advised of the outcome.

The institute is committed to quickly resolving all complaints.

You may also complain directly to the Office of the Australian Information Commissioner (OAIC) online, by mail, fax or email. Please visit the OAIC website at https://www.oaic.gov.au/privacy/privacy-complaints/

How to contact us

If you would like more information on privacy or have any questions concerning this policy, please email human.resources@top.edu.au

Roles and Responsibilities

The Human Resources Office is the point of contact for privacy matters.

The Institute's executive management is otherwise responsible for the Institute's overall compliance with its privacy obligations.

The Institute's executive management (and its delegated officers) are responsible for arranging and taking steps in:

- providing privacy advice and education to staff;
- responding to enquiries or complaints from individuals on privacy matters;
- implementing and maintaining this privacy policy.

The Human Resources Office is responsible for the central management of staff information. The Student Services Office is responsible for the central management of student information.

All Institute staff are responsible for complying with the Institute's privacy obligations and practices as specified in this Privacy Policy and any of the Institute's codes of conduct or otherwise when managing information provided to or collected by the Institute. This includes attending training or completing online privacy training as required.

## 4. Version Control

| Historical Version | Approved by | Approval Date |
|---|---|---|
| 2013.12 | Executive | 20 December 2013 |
| 2018.08 | Executive | 17 August 2018 |
| 2019.04 | Executive | 19 April 2019 |

*The Deputy President (Management) oversees the implementation and compliance of this policy. Please contact the Deputy President's office for any enquiries or clarifications related to this policy.*