

Legislative Guide

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Short description	Listing of major legislative obligations and responsible areas.
Relevant to	All employees
Approved by	Vice-Chancellor
Responsible officer	University Secretary
Responsible office	University Secretary
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Related University documents	Risk Management Policy Compliance Management Procedure
Related legislation	See below
Key words	legal, compliance, risk, legislation

1. NOTES

- 1.1 This list is a guide only and is not legal advice. Officers are responsible for identifying the obligations contained in relevant legislation. The Legal Office in the Division of Finance can assist in interpreting obligations.
- 1.2 Each area is responsible for assessing and identifying major legislative compliance obligations affecting their operations and advising the Manager, Corporate Affairs, of any changes to this Guide.
- 1.3 The Guide lists Acts of Parliament (except where there is a clear requirement set out in a regulation, guideline or rule made under the Act). It is important to remember, however, that additional compliance obligations may be contained in regulations, guidelines or rules made under an Act. It is the responsibility of each area to review regulations and other rules, in addition to the Acts, when assessing potential risks.
- 1.4 This document is not a complete list of all legislative obligations. It identifies *major* obligations (that is, those laws that result in identifiable risks or impose specific policy or procedural obligations on the University). There will continue to be other legislative obligations that are not identified in this Guide (however, when identified should be referred to the Manager, Corporate Affairs, for inclusion immediately).
- 1.5 There are two known major exceptions:
 - (a) *where an equivalent legislative obligation exists in another State or Territory of Australia* – for example, all Australian jurisdictions (and many foreign countries) have laws prohibiting discrimination. The Guide does not attempt to list every law in each State, Territory and country regarding discrimination that affects CSU's operations. Nonetheless, the area responsible for oversight of CSU's compliance with discrimination laws, for example, has an obligation to monitor obligations that arise in each jurisdiction in which CSU operates regardless of inclusion in this Guide; and
 - (b) *where an equivalent legislative obligation exists in another country* - similarly, all countries in which CSU operates are likely to laws governing the delivery of educational programs and other services (for example, laws on advertising and consumer protection). The Guide contains references to laws in Ontario and in countries where CSU has a significant presence. In countries where CSU offers single programs or smaller offerings, the relevant area will need to familiarise themselves with the laws in place in that country as part of the risk register for that program and develop processes for compliance management (however, when identified should be referred to the Manager, Corporate Affairs, for inclusion immediately).
- 1.6 Where a contract imposes an obligation on a third party to manage compliance obligations in a foreign country on CSU's behalf, the risk of non-compliance continues to be the responsibility of CSU and therefore the risk register should identify strategies for managing the third party's compliance with those obligations. The fact that an obligation has been contractually imposed on a third party is one way in which CSU manages the obligation, however, it is necessary for CSU to have in place appropriate auditing processes to monitor whether the third party is complying with that obligation (the extent of those systems will depend on the level of risk to CSU of non-compliance).
- 1.7 Some laws (eg. trade practices, work, health and safety, discrimination, vilification, defamation) impose legal obligations on CSU, as well as individual staff involved in decision making, and may impose criminal or civil liabilities. Where a staff member may be subject to penalty, this risk should be identified.

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OFFICE OF THE VICE-CHANCELLOR

OFFICE OF CORPORATE AFFAIRS		
Australia		
LR1	<ul style="list-style-type: none"> ▪ Trade Marks Act 1995 	The Act governs the registration and use of trade marks (eg. the CSU logo). A trade mark is any sign used to distinguish goods or services of one trader from those of another. A trade mark can include a logo, word, name, colour (or combination of colours) or other forms of identification associated with a trading entity. A trade mark can also include a domain name. In general, trade mark owners have the exclusive right to use the trade mark and to authorise other persons to use the trade mark. In general, CSU must not use the trade mark, business name or domain name of another organisation without their written permission. Penalties apply for breach.
LR2	<ul style="list-style-type: none"> ▪ Business Names Registration Act 2011 	The Act providing for the registration of business names by the University and its entities in all Australian States and Territories.
New South Wales		
LR3	<ul style="list-style-type: none"> ▪ Charles Sturt University Act 1989 ▪ Charles Sturt University By-law 2005 	Part One, Two, Three, Four (Division 1, 3, 4A, 5 excluding sections 25A & 26) Schedule 1 and 3, Section 25A and 26, Schedule 2. The Act sets out the specific obligations with respect to the authorities of the Council and processes of the Council and University. Breach may result in invalidation of approval or significant damage to reputation.
LR4	<ul style="list-style-type: none"> ▪ Annual Reports (Statutory Bodies) Act 1984 ▪ Annual Reports (Statutory Bodies) Regulation 2010 	The Act requires the University to publish an annual report by a specific date each year and sets out mandatory requirements for reporting. No penalties apply for non-compliance, however, the Auditor General will publicly report on non-compliance. The Commonwealth imposes additional requirements on annual reports under the <i>Higher Education Support Act 2003</i> .
LR5	<ul style="list-style-type: none"> ▪ Defamation Act 2005 	The Act provides for remedies for defamation of persons through publication.
Malaysia		
LR6	<ul style="list-style-type: none"> ▪ Trademarks Act 1976 	The Act regulates the use of trade marks in Malaysia.
Canada		
LR7	<ul style="list-style-type: none"> ▪ Trade-marks Act RSC 1985 	The Act regulates the use of trade marks in Canada.
China		
LR8	<ul style="list-style-type: none"> ▪ Trademark Law of the People's republic of China 1982 	The Act regulates the use of trade marks in China.

OFFICE OF THE VICE-CHANCELLOR

OFFICE OF PLANNING & AUDIT		
Australia		
LR9	<ul style="list-style-type: none"> ▪ Higher Education Support Act 2003 ▪ Higher Education Support Act 2003 - Other Grants Guidelines 2006 ▪ Commonwealth Grant Scheme Guidelines 2012 ▪ Higher Education Provider Guidelines 2012 ▪ Tertiary Education Quality and Standards Agency Act 2011 ▪ Higher Education Standards Framework (Threshold Standards) 2011 	<p>The Acts and guidelines deal with CGS and other funding program requirements.</p> <p>The main piece of legislation regulating and assuring the quality of higher education in Australia.</p>
New South Wales		
LR10	<ul style="list-style-type: none"> ▪ Independent Commission Against Corruption Act 1988 	<p>The University has a mandatory reporting obligation of any allegation of fraud, corruption or serious waste made to it. The University Auditor is a mandatory reporting officer.</p>
LR11	<ul style="list-style-type: none"> ▪ Protected Disclosures Act 1994 	<p>The Act sets out the specific obligations of senior officers of the University with respect to the protection of the identity of whistleblowers. The Vice-Chancellor, Deputy Vice-Chancellors, Complaints Manager and University Auditor are nominated protected disclosures officers.</p>
LR12	<ul style="list-style-type: none"> ▪ Ombudsman Act 1974 	<p>The Act provides a mechanism for complaint by persons aggrieved by University decisions. While the Ombudsman can only make recommendations and findings (it cannot impose penalties) it can report a failure to implement a recommendation to Parliament.</p>

OFFICE OF THE VICE-CHANCELLOR

LR13	<ul style="list-style-type: none"> ▪ Privacy and Personal Information Protection Act 1998 ▪ Privacy and Personal Information Protection Regulation 2005 ▪ Privacy Code of Practice (General) 2003 	<p>The Act imposes obligations on the University in relation to the collection, storage and disclosure of personal information. The Act requires the University to implement a Privacy Management Plan. While individual penalties of \$40K may be imposed, the sometimes systemic nature of privacy breaches makes class actions more likely which can result in multiples of individual penalties.</p>
LR14	<ul style="list-style-type: none"> ▪ Health Records and Information Privacy Act 2002 ▪ Health Records and Information Privacy Regulation 2012 ▪ Health Records and Information Privacy Code of Practice 2005 	<p>The Act imposes obligations on the University in relation to the collection, storage and disclosure of personal health information. The Act requires the University to implement a Health Privacy Management Plan.</p>
LR15	<ul style="list-style-type: none"> ▪ Government Information (Public Access) Act 2009 ▪ Government Information (Public Access) Regulation 2009 	<p>The Act allows members of the public access to information held by the University. The Act further imposes obligations on the University that if the University is not the holder of information but is aware that the information is held by another public agency then the University must facilitate access to that information.</p>

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ACADEMIC)

DEPUTY VICE-CHANCELLOR (ACADEMIC)		
Australia		
LR16	<ul style="list-style-type: none"> ▪ Higher Education Funding Act 1988 	The Act is the statutory basis for the Unified National System. The Act recognises decisions by State governments (in NSW under the <i>Higher Education Act</i>) to accredit public universities to operate in Australia. It also provides grants of financial assistance to higher education institutions, and established the Higher Education Contribution Scheme (HECS). The Act allows the Minister to impose additional compliance obligations under Guidelines (the 'education profiles' process). Under this process, individual institutions negotiate agreements with the Department which form the basis for their funding. The funding agreements form part of the compliance obligations of universities.
LR17	<ul style="list-style-type: none"> ▪ Higher Education Support Act 2003 (Australia) ▪ Higher Education Support Act 2003 - Other Grants Guidelines (Education) 2012 ▪ Higher Education Support Act 2003 – Other Grants Guidelines (Research) 2012 ▪ Higher Education Support Act - Administration Guidelines 2012 ▪ Commonwealth Grant Scheme Guidelines 2012 ▪ Higher Education Provider Guidelines 2012 	This Act codifies the aims of public universities, recognises the status of universities in Australia and imposes compliance requirements on universities such as the HE providers guidelines.
LR18	<ul style="list-style-type: none"> ▪ Education Services for Overseas Students Act 2000 	The Act provides for registration of approved providers and standards and procedures for providing courses to overseas students.

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ACADEMIC)

<i>New South Wales</i>		
LR19	<ul style="list-style-type: none"> ▪ Higher Education Act 2001 ▪ Higher Education Regulation 2008 	CSU is a scheduled self-accrediting higher education institution under the relevant NSW legislation and is listed in the schedule to the Act. Accreditation for CSU must be registered under complementary NSW and Australian legislation to offer programs of study to overseas students within NSW and each State and Territory. The legislation requires CSU to ensure that the courses of study for overseas students are of a standard no lower than that of comparable courses provided by CSU within Australia.
LR20	<ul style="list-style-type: none"> ▪ Child Protection (Working with Children) Act 2012 ▪ Child Protection (Working with Children) Regulation 2013 	[Not including CSU Early Childhood Centres] The Act prohibits child-related employment of persons found guilty of certain sexual offences (e.g. with respect to practicum placements).
<i>Australian Capital Territory</i>		
LR21	<ul style="list-style-type: none"> ▪ Training and Tertiary Education Act 2003 ▪ Training and Tertiary Education Regulation 2004 	CSU is required to obtain approval to offer courses in ACT under the Tertiary Accreditations and Registrations Act 2003. The Act is the equivalent of the NSW Higher Education Act and conforms to the national recognition provisions for higher education providers.
LR22	<ul style="list-style-type: none"> ▪ Children and Young People Act 2008 ▪ Children and Young People Regulation 2009 	[Not including CSU Early Childhood Centres] The Act prohibits child-related employment of persons found guilty of certain sexual offences (e.g. with respect to practicum placements).
<i>Victoria</i>		
LR23	<ul style="list-style-type: none"> ▪ Education and Training Reform Act 2006 	CSU is required to obtain approval to offer courses in Victoria under the Act. The Act is the equivalent of the NSW Higher Education Act and conforms to the national recognition provisions for higher education providers.
LR24	<ul style="list-style-type: none"> ▪ Working with Children Act 2005 	[Not including CSU Early Childhood Centres] The Act prohibits child-related employment of persons found guilty of certain sexual offences (e.g. with respect to practicum placements).

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ACADEMIC)

FACULTY OF ARTS		
Australia		
LR25	<ul style="list-style-type: none"> ▪ Broadcasting Services Act 1992 ▪ Community Radio Codes of Practice (2008) ▪ Radiocommunications Act 1992 	<p>The Act provides a framework for the licensing of community broadcasters and the regulation of on-air content.</p> <p>The Act provides for management of the radiofrequency spectrum</p>
New South Wales		
LR26	<ul style="list-style-type: none"> ▪ Police Act 1990 	The Act regulates recruitment of police and probationary police constables.
LR27	<ul style="list-style-type: none"> ▪ Health Practitioner Regulation National Law ▪ Health Practitioner Regulation (Adoption of National Law) Act 2009 	The Act regulates the accreditation and admission of psychologists.
LR28	<ul style="list-style-type: none"> ▪ AASW Australian Social Work Education and Accreditation Standards 2008 (updated 2012) 	
LR29	<ul style="list-style-type: none"> ▪ Note that all Faculty and Divisions have responsibilities under the Children and Young Persons (Care and Protection) Act 1998 	

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ACADEMIC)

FACULTY OF BUSINESS		
Australia		
LR30	▪ Fair Work Act 2009	The Act provides for fair workplace relations for all Australians.
New South Wales		
LR31	▪ Note that all Faculty and Divisions have responsibilities under the Children and Young Persons (Care and Protection) Act 1998	

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FACULTY OF EDUCATION		
<i>New South Wales</i>		
LR32	<ul style="list-style-type: none"> ▪ Child Protection (Working with Children) Act 2012 ▪ Child Protection (Working with Children) Regulation 2013 	<p>[Not including CSU Early Childhood Centres] The Act prohibits child-related employment of persons found guilty of certain sexual offences (e.g. with respect to practicum placements).</p>
LR33	<ul style="list-style-type: none"> ▪ Note that all Faculty and Divisions have responsibilities under the Children and Young Persons (Care and Protection) Act 1998 	
<i>Australian Capital Territory</i>		
LR34	<ul style="list-style-type: none"> ▪ Children and Young People Act 2008 ▪ Children and Young People Regulation 2009 	<p>[Not including CSU Early Childhood Centres] The Act prohibits child-related employment of persons found guilty of certain sexual offences (e.g. with respect to practicum placements).</p>
<i>Victoria</i>		
LR35	<ul style="list-style-type: none"> ▪ Working with Children Act 2005 	<p>[Not including CSU Early Childhood Centres] The Act prohibits child-related employment of persons found guilty of certain sexual offences (e.g. with respect to practicum placements).</p>

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FACULTY OF SCIENCE		
Australia		
LR36	<ul style="list-style-type: none"> ▪ Gene Technology Act 2000 	The Commonwealth Act introduced a national scheme for the regulation of genetically modified organisms in Australia, in order to protect the health and safety of Australians and the Australian environment by identifying risks posed by or as a result of gene technology, and to manage those risks by regulating certain dealings with genetically modified organisms.
LR37	<ul style="list-style-type: none"> ▪ Prohibition of Human Cloning for Reproduction Act 2002 ▪ Research Involving Human Embryos Act 2002 	The Acts prohibit human cloning in research experiments and other circumstances.
New South Wales		
LR38	<ul style="list-style-type: none"> ▪ Animal Research Act 1985 ▪ Australian Code of practice for the care and use of animals for scientific purposes (7th Ed) (2004) 	The Act protects the welfare of animals used in connection with research by requiring persons or organisations carrying out animal research or supplying animals for research to be authorised under this Act and by regulating the carrying out of animal research and the supply of animals for research by those persons or organisations.
LR39	<ul style="list-style-type: none"> ▪ Agricultural and Veterinary Chemicals (New South Wales) Act 1994 	An Act applies certain laws of the Commonwealth relating to agricultural and veterinary chemical products as laws of New South Wales to ensure the protection of the health and safety of human beings, animals and the environment and ecologically sustainable development.
LR40	<ul style="list-style-type: none"> ▪ Animal Diseases (Emergency Outbreaks) Act 1991 	An Act provides for the detection, containment and eradication of certain diseases affecting livestock and other animals.
LR41	<ul style="list-style-type: none"> ▪ Animals Act 1977 	An Act relating to liability for damage caused by animals.

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LR42	<ul style="list-style-type: none"> ▪ Prevention of Cruelty to Animals Act 1979 ▪ Prevention of Cruelty to Animals Regulation 2012 ▪ National model codes of practice for the welfare of livestock ▪ NSW Animal Welfare Code of Practice No 3 - Horses in Riding Centres and Boarding Stables ▪ Animal Welfare Code of Practice – Breeding Dogs and Cats ▪ NSW Code of Practice No 9 - Security Dogs 	The Act and regulations defines standards for the treatment of animals and provide penalties for breach of standards.
LR43	<ul style="list-style-type: none"> ▪ Stock (Chemical Residues) Act 1975 	An Act to prevent the slaughter for human consumption of stock which contain certain concentrations of residues of chemicals or which are otherwise chemically affected; to prevent stock from becoming chemically affected; and to create penalties for breach.
LR44	<ul style="list-style-type: none"> ▪ Stock Diseases Act 1923 	An Act to prevent the transmission of stock diseases, pests, parasites and pests affecting or attaching stock. The Act allows stock to be quarantined that are infected and imposes a range of restrictions on the dealing in affected stock.
LR45	<ul style="list-style-type: none"> ▪ Stock Foods Act 1940 	An Act regulates the sale of stock food including block, lick, premix, stock food supplement and any substance prescribed by the Act.
LR46	<ul style="list-style-type: none"> ▪ Stock Medicines Act 1989 	The Act regulates the use of stock medicine including veterinary medicines other than external control of ectoparasites.
LR47	<ul style="list-style-type: none"> ▪ Health Practitioner Regulation National Law ▪ Health Practitioner Regulation (Adoption of National Law) Act 2009 	The Act regulates the accreditation and admission of nurses and midwives.
LR48	<ul style="list-style-type: none"> ▪ Health Practitioner Regulation National Law ▪ Health Practitioner Regulation (Adoption of National Law) Act 2009 	The Act regulates the accreditation and admission of pharmacists

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LR49	<ul style="list-style-type: none"> ▪ Health Practitioner Regulation National Law ▪ Health Practitioner Regulation (Adoption of National Law) Act 2009 	The Act regulates the accreditation and admission of physiotherapists
LR50	<ul style="list-style-type: none"> ▪ Health Practitioner Regulation National Law ▪ Health Practitioner Regulation (Adoption of National Law) Act 2009 	The Act regulates the accreditation and admission of podiatrists.
LR51	<ul style="list-style-type: none"> ▪ Health Practitioner Regulation National Law ▪ Health Practitioner Regulation (Adoption of National Law) Act 2009 	The Act regulates the accreditation and admission of dentists and oral health professionals.
LR52	<ul style="list-style-type: none"> ▪ Health Practitioner Regulation National Law ▪ Health Practitioner Regulation (Adoption of National Law) Act 2009 	The Act regulates the accreditation and admission of dental technicians.
LR53	<ul style="list-style-type: none"> ▪ Veterinary Practice Act 2003 	The Act regulates the accreditation and admission of vets practitioners
LR54	<ul style="list-style-type: none"> ▪ Anatomy Act 1977 	The Act imposes a licensing scheme for universities and other organisations wishing to conduct anatomical examinations on deceased persons. The Act imposes penalties for keeping a deceased person on the premises or conducting an examination without license and other offences.
LR55	<ul style="list-style-type: none"> ▪ Human Cloning for Reproduction and Other Prohibited Practices Act 2003 	The Act prohibits human cloning in research experiments and other circumstances.
LR56	<ul style="list-style-type: none"> ▪ Human Tissue Act 1983 	The Act regulates the dealing in human tissue (blood, semen, body parts) including blood or semen donation and the trade in human tissue. While the Act is principally concerned with the activities of hospitals, medical and dental practitioners and blood and semen banks, the Act may have some impact on some of CSU's activities involving human tissue.

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LR57	<ul style="list-style-type: none"> ▪ Gene Technology (New South Wales) Act 2003 ▪ Gene Technology (GM Crop Moratorium) Act 2003 	<p>The NSW Act applies the Commonwealth Act to NSW (excluding the provisions of the Act relating to GM Crops which are dealt with under NSW GM Crop laws). Gene technology as any technique for the modification of genes or other genetic material not including sexual reproduction, homologous recombination or any other technique specified in the regulations. The main features of the Act include: prohibition of anyone dealing with a GMO (eg. for research, manufacture, production, commercial release and import) unless the dealing is licensed by the Gene Technology Regulator for contained use or intentional release into the environment; Notifiable Low Risk Dealing (NLRD) or exempt dealing eg. contained work which has been demonstrated to pose minimal risk to workers, the general public and the environment, and on the Register of GMOs. While most GM products are already regulated by agencies such as the Therapeutic Goods Administration (TGA), Food Standards Australia New Zealand (FSANZ); and the Australian Pesticides and Veterinary Medicines Authority (ANVMA), GM products which are not already covered by an existing national regulation scheme will be regulated by the OGTR under the new legislation.</p>
LR58	<ul style="list-style-type: none"> ▪ Poisons and Therapeutic Goods Act 1966 	<p>Act imposes requirement on the management of pharmaceuticals, poisons and therapeutic goods.</p>
LR59	<ul style="list-style-type: none"> ▪ Radiation Control Act 1990 ▪ Radiation Control Regulation 2013 	<p>The Act was established to protect people and the environment from exposure to harmful ionising and non-ionising radiation to the maximum extent that is reasonably practicable, taking into account social and economic factors and recognising the need for the use of radiation for beneficial purposes. The Act puts in place a specific regulatory framework for licensing of the University and management of radioactive substances.</p>
LR60	<ul style="list-style-type: none"> ▪ Note that all Faculty and Divisions have responsibilities under the Children and Young Persons (Care and Protection) Act 1998 	
Australian Capital Territory		
LR61	<ul style="list-style-type: none"> ▪ Agricultural and Veterinary Chemicals Act 1994 (Cth) 	<p>This Commonwealth Act applies in the ACT in relation to the evaluation, registration and control of agricultural chemical products and veterinary chemical products.</p>

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ACADEMIC)

STUDENT SERVICES OFFICE		
Australia		
LR62	<ul style="list-style-type: none"> ▪ Student Assistance Act 1973 	The Act provides for the payment of forms of assistance to students.
LR63	<ul style="list-style-type: none"> ▪ Indigenous Education (Targeted Assistance) Act 2000 	The Act establishes ABSTUDY and provides for accreditation of educational providers.
LR64	<ul style="list-style-type: none"> ▪ Higher Education Support Act 2003 ▪ Higher Education Support Act 2003 - Commonwealth Scholarships Guidelines (05/09/2005) 	The Act and Guidelines set out the rules governing scholarships and OS-HELP.
New South Wales		
LR65	<ul style="list-style-type: none"> ▪ Food Act 2003 No 43 ▪ Food Regulation 2004 	The Act regulates the handling and sale of food and the application of the Australia New Zealand Food Standards Code. The Act imposes penalties for breach.
LR66	<ul style="list-style-type: none"> ▪ Liquor Act 2007 	The Act regulates the sale and consumption of alcohol and the licensing of institutions to sell alcohol. The Act also imposes training and responsibility obligations on liquor sellers.
LR67	<ul style="list-style-type: none"> ▪ Retail Trading Act 2008 	The Act restricts trading hours and days of premises used for the predominant purpose of retail trade.
LR68	<ul style="list-style-type: none"> ▪ Public Health Act 2010 	[Public Health Provisions Only] The Act regulates public health in NSW including mandatory reporting of notifiable diseases and provisions of containment of infectious diseases.

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ACADEMIC)

DIVISION OF INTERNATIONAL EDUCATION & PARTNERSHIPS		
Ontario		
LR69	<ul style="list-style-type: none"> ▪ Post-secondary Education Choice and Excellence Act, 2000, S.O. 2000, c. 36, Sch. 	The Act governs the accreditation and operation of non-Canadian universities in Ontario.
LR70	<ul style="list-style-type: none"> ▪ Higher Education Quality Council of Ontario Act, 2005, S.O. 2005, c. 28, Sch. G ▪ Higher Education Quality Council Of Ontario, O. Reg. 336/06 	The Act governs the accreditation of courses provided by non-Canadian universities in Ontario.
China		
LR71	<ul style="list-style-type: none"> ▪ Regulations of the People's Republic of China on Chinese-Foreign Cooperation in Running Schools (Adopted at the 68th Executive Meeting of the State Council on February 19, 2003, promulgated by Decree No. 372 of the State Council of the People's Republic of China on March 1, 2003, and effective as of September 1, 2003) 	The Regulation establishes the framework for cooperation between foreign universities and Chinese institutions in the provision of courses of study.

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

DIVISION OF FACILITIES MANAGEMENT		
Australia		
LR72	<ul style="list-style-type: none"> ▪ Australian Capital Territory (Planning and Land Management) Act 1988 	The Act establishes the National Capital Authority which has regulatory authority for all development applications, planning, leasing and construction in the Parliamentary Zone (the location of CSU in Canberra).
LR73	<ul style="list-style-type: none"> ▪ National Capital Plan 	The Plan governs developments within the National Capital Authority.
LR74	<ul style="list-style-type: none"> ▪ Native Title Act 1993 	The Act governs the rights of Indigenous Australians to make claims for native title on Crown Land and leaseholds in Australia.
New South Wales		
LR75	<ul style="list-style-type: none"> ▪ Charles Sturt University Act 1989 	[Part 4, Division 2] This Division of the Act sets out mandatory processes for the acquisition, disposal and leasing of land by the University.
LR76	<ul style="list-style-type: none"> ▪ Crown Lands Act 1989 ▪ Crown Lands (Continued Tenures) Regulation 2006 ▪ Crown Lands (General Reserves) By-law 2006 ▪ Crown Lands Regulation 2006 	The Act governs the management of NSW Crown lands and Reserve Trust land. It provides mechanisms for the establishment of trusts for Crown Land and for the proper development and conservation of Crown land, the regulation of the conditions under which Crown land is permitted to be occupied, used, sold, leased, licensed or otherwise dealt with, the reservation or dedication of Crown land for public purposes and the management and use of the reserved or dedicated land, and the collection, recording and dissemination of information in relation to Crown land.
LR77	<ul style="list-style-type: none"> ▪ Native Title (New South Wales) Act 1994 	The Act governs the rights of Indigenous Australians to make claims for native title in NSW.
LR78	<ul style="list-style-type: none"> ▪ Building Code of Australia 	The Building Code of Australia sets out standards for building and construction of University facilities including fire systems, maintenance of extraction fans over cooking equipment, using hot oils in commercial kitchens and the use of refrigerant gases in air conditioning systems.
LR79	<ul style="list-style-type: none"> ▪ Australian Standards 	[Building, Equipment and Facilities Standards Only] The Australian Standards are guidelines for building and construction to meet best practice. The Standards cover a broad range of matters including maintenance programmes for air handling systems providing fresh air for building occupants, maintenance of essential and emergency evacuation systems, transportation systems i.e. lifts, emergency evacuation of personnel from commercial premises i.e. exit & emergency lighting, maintenance of smoke detection systems, fire suppression systems, portable fire extinguishers, fire blankets, fire hydrants, maintenance of fire compartmentalisation including, fire doors, fire dampers, fire stopping, certification of pressure vessels i.e. air compressors, centrifuge, maintenance of earth leakage devices, routine testing & accreditation of fume cabinets and testing and maintenance of thermostatic mixing valves.

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LR80	<ul style="list-style-type: none">▪ Environmental Planning and Assessment Act 1979	<p>This is the principal Act governs the development process and requirements, including in relation to sub-divisions, zoning, construction of buildings, installation of smoke alarms etc. The Act should be read in conjunction with relevant development plans approved by Local Government bodies or State Authorities. The Act requires compliance with the Building Code of Australia. The Act also defines penalties for non-compliance.</p>
LR81	<ul style="list-style-type: none">▪ Environmentally Hazardous Chemicals Act 1985	<p>The Act sets up the Hazardous Chemicals Advisory Committee. Its functions include advising the Environmental Protection Agency in relation to the assessment and control of chemicals that are environmentally hazardous. The EPA may assess chemicals under the Act and declare substances to be chemical wastes for the purposes of the Act. Examples of substances that have been declared include dioxin contaminated waste materials and PCB (polychlorinated biphenyl) wastes. The EPA may make chemical control orders (CCOs) with respect to assessed chemicals or declared chemical wastes. These CCOs may regulate activities such as the manufacture, processing, conveying, buying, selling or disposal of the chemical or declared waste. Chemicals for which a CCO has been made are referred to as environmentally hazardous chemicals. A CCO may prohibit activities in relation to environmentally hazardous chemicals or declared chemical wastes, except under the authority of a licence issued by the EPA.</p>

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LR82	<ul style="list-style-type: none"> ▪ Protection of the Environment Administration Act 1991 ▪ Protection of the Environment Administration Regulation 2007 ▪ Protection of the Environment Operations (Clean Air) Regulation 2002 ▪ Protection of the Environment Operations (Noise Control) Regulation 2008 ▪ Protection of the Environment Operations (Underground Petroleum Storage Systems) Regulation 2008 ▪ Protection of the Environment Operations (Waste) Regulation 2005 	<p>The Act regulated environmental protection including noise pollution, air quality, waste and petroleum storage. The Act has a three tier regime of environmental offences.</p>
LR83	<ul style="list-style-type: none"> ▪ Dividing Fences Act 1991 	<p>The Act governs the obligations on CSU for installation and maintenance of dividing fences, as well liabilities for negligence or damage.</p>
LR84	<ul style="list-style-type: none"> ▪ Rural Lands Protection Act 1998 ▪ Rural Lands Protection Amendment Act 2006 	<p>The Act creates Rural Lands Protection Boards for the purpose of exercising certain powers for the management of rural lands including the authority to order pest eradication, weed control and other purposes.</p>

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

LR85	<ul style="list-style-type: none"> ▪ Agricultural Tenancies Act 1990 	<p>This Act was established to encourage agricultural landowners and their tenants and sharefarmers to have regard, in farming practices to the principles of ecologically sustainable development (as described by section 6 (2) of the (Protection of the Environment Administration Act 1991 No 60) insofar as they are capable of applying to those farming practices and, to maintaining sustainable agricultural production and preventing the degradation of the environment. The Act also encourages the use of written agreements for agricultural tenancies and to set out terms that are taken to apply to all agricultural tenancies, including terms setting out rights of the parties, and provides a mechanism for resolution of disputes by the parties to agricultural tenancies themselves through mediation and arbitration. This Act may apply if CSU leases agricultural land to a tenant.</p>
LR86	<ul style="list-style-type: none"> ▪ Noxious Weeds Act 1993 	<p>The Act sets out the obligation of CSU to control noxious weeds on property under its control.</p>
LR87	<ul style="list-style-type: none"> ▪ Native Vegetation Act 2003 	<p>The Act regulates the cultivation and management of native vegetation, including land clearing, maintenance of native vegetation of high conservation value, improving the condition of existing native vegetation.</p>
LR88	<ul style="list-style-type: none"> ▪ Pesticides Act 1999 	<p>The Act sets out requirements with respect to the use and management of pesticides used in agricultural, land or building management for the protection of human health and the environment.</p>
LR89	<ul style="list-style-type: none"> ▪ Plant Diseases Act 1924 	<p>The Act regulates the management of plant based diseases and the transportation of diseased plants (including fruits and vegetables such as grapes) into the State or within the State. The Act allows the Minister to quarantine areas that are identified as diseased or subject top pest infestation and impose fines for non-compliance.</p>
LR90	<ul style="list-style-type: none"> ▪ Rural Fires Act 1997 	<p>The Act regulates the lighting and use of fires on rural land.</p>
LR91	<ul style="list-style-type: none"> ▪ Soil Conservation Act 1938 	<p>The Act allows the Government to issue notices in relation to soil conservation or erosion reduction activities.</p>
LR92	<ul style="list-style-type: none"> ▪ Security Industry Act 1997 ▪ Security Industry Amendment Act 2005 	<p>The Act regulates and licenses the provision of security services on campus.</p>
LR93	<ul style="list-style-type: none"> ▪ Inclosed Lands Protection Act 1901 	<p>The Act grants authority to the University for the management of access to its lands and terms and conditions of use.</p>
LR94	<ul style="list-style-type: none"> ▪ Roads Act 1993 ▪ Road Transport (Safety and Traffic Management) Act 1999 ▪ Road Transport (General) Act 2005 	<p>The Act regulates access to and management of public roads. The Act also regulates activities in relation to roads (eg. erection of signage etc). The Act applies to the majority of CSU roadways as they are classified as public roads under the Roads Act.</p>
LR95	<ul style="list-style-type: none"> ▪ Surveillance Devices Act 2007 	<p>The Act prohibits the recording of any person without their consent. This may be relevant for the recording of staff lectures etc.</p>
LR96	<ul style="list-style-type: none"> ▪ Workplace Surveillance Act 2005 	<p>The Act regulates the use of CCTV and other surveillance devices in the workplace for the purpose of monitoring employees.</p>

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

LR97	<ul style="list-style-type: none"> ▪ Retail Leases Act 1994 	The Act regulates the leasing to 3 rd parties of retail premises which includes any premise that is in a group of 5 or more common or adjoining premises or leases to certain prescribed retail activities (eg. pharmacist) whether in a retail premises or not.
LR98	<ul style="list-style-type: none"> ▪ Local Government Act 1993 	The Act regulates a range of matters including the use of public spaces (such as theatres, public halls, music in common areas, parking, roadways on public land etc).
LR99	<ul style="list-style-type: none"> ▪ Public Health Act 2010 ▪ Public Health Regulation 2012 	[Building and Facilities Provisions Only] The Act regulates public health in facilities in NSW. The regulations include provisions for microbial control (air handling & water systems of buildings), swimming pools, health clinics etc
LR100	<ul style="list-style-type: none"> ▪ Smoke-free Environment Act 2000 	The Act prohibits smoking in public areas and imposes certain liabilities on the University
Ontario, Canada		
LR101	<ul style="list-style-type: none"> ▪ Building Code Act, 1992, S.O. 1992, c. 23 ▪ Building Code, o. Reg. 350/06 	The Act establishes building standards for construction and maintenance of facilities in Ontario, Canada.
LR102	<ul style="list-style-type: none"> ▪ Smoke-Free Ontario Act, S.O. 1994, c. 10 	The Act prohibits smoking in indoor areas.
LR103	<ul style="list-style-type: none"> ▪ Smoking in the Workplace Act, R.S.O. 1990, c. S.13 ▪ GENERAL, O. Reg. 48/06 	The Act prohibits smoking in the workplace.
LR104	<ul style="list-style-type: none"> ▪ Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 and Regulations 	The Act regulates fire management.

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

DIVISION OF INFORMATION TECHNOLOGY		
Australia		
LR105	▪ SPAM Act 2003	This Act sets up a scheme for regulating commercial e-mail and other types of commercial electronic messages.
LR106	▪ Telecommunications Act 1997	This Act sets up a system for regulating telecommunications. The main entities regulated by this Act are carriers and service providers.
LR107	▪ Broadcasting Services Act 1992	This Act sets up a complaints scheme relating to illegal and offensive online content.
New South Wales		
LR108	▪ Electronic Transactions Act 2000 ▪ Electronic Transactions (ECM Courts) Order 2005 ▪ Electronic Transactions Regulation 2007	The Act defines the circumstances in which legal and other transactions can be affected through electronic means and be binding on the participants to the transaction.
LR109	▪ State Records Act 1998 ▪ State Records Regulation 2005	The Act defines the requirements for the retention and storage of records created by the University.
Australian Capital Territory		
LR110	▪ Electronic Transactions Act 2001	The Act defines the circumstances in which legal and other transactions can be affected through electronic means and be binding on the participants to the transaction.
Ontario, Canada		
LR111	▪ Electronic Commerce Act, 2000 , S.O. 2000, c.17	The Act defines the circumstances in which legal and other transactions can be affected through electronic means and be binding on the participants to the transaction.

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

DIVISION OF LIBRARY SERVICES		
<i>Australia</i>		
LR112	<ul style="list-style-type: none"> ▪ Copyright Act 1968 ▪ Copyright Amendment (Digital Agenda) Act 2000 ▪ Copyright Amendment (Film Directors' Rights) Act 2005 - Proclamation 	The Acts defines the copyrights and moral rights of authors and establishes penalties for breach in Australia.
<i>Ontario, Canada</i>		
LR113	<ul style="list-style-type: none"> ▪ Copyright Act, R.S.C. 1985, c. C-42 ▪ Copyright Regulations (15) 	The Acts defines the copyrights and moral rights of authors and establishes penalties for breach in Canada.

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

DIVISION OF MARKETING & COMMUNICATION		
Australia		
LR114	<ul style="list-style-type: none"> ▪ Spam Act 2003 	The Act governs the distribution of unsolicited commercial emails and imposes requirements on the University with respect to the content of electronic marketing communications.
LR115	<ul style="list-style-type: none"> ▪ Competition and Consumer Act 2010 	The Acts and associated legislation provide a legal framework for consumer protection and the regulation of the marketing and promotion (including on the Internet) of goods and services.
New South Wales		
LR116	<ul style="list-style-type: none"> ▪ Fair Trading Act 1987 	The Act provides a legal framework for consumer protection and the regulation of the marketing and promotion (including on the Internet) of goods and services in NSW.
LR117	<ul style="list-style-type: none"> ▪ Privacy and Personal Information Protection Act 1998 ▪ Privacy and Personal Information Protection Regulation 2005 ▪ Privacy Code of Practice (General) 2003 	The Act imposes obligations on the University in relation to the collection, storage and disclosure of personal information. The Act requires the University to implement a Privacy Management Plan. While individual penalties of \$40K may be imposed, the sometimes systemic nature of privacy breaches makes class actions more likely which can result in multiples of individual penalties.
Victoria		
LR118	<ul style="list-style-type: none"> ▪ Fair Trading Act 1999 	The Act provides a legal framework for consumer protection and the regulation of the marketing and promotion (including on the Internet) of goods and services in Victoria.
Australian Capital Territory		
LR119	<ul style="list-style-type: none"> ▪ Fair Trading Act 1992 	The Act provides a legal framework for consumer protection and the regulation of the marketing and promotion (including on the Internet) of goods and services in ACT.
Ontario, Canada		
LR120	<ul style="list-style-type: none"> ▪ Business Practices Act, R.S.O. 1990, c. B.18 	The Act provides a legal framework for consumer protection and the regulation of the marketing and promotion (including on the Internet) of goods and services in Ontario.
LR121	<ul style="list-style-type: none"> ▪ Consumer Protection Act, R.S.O. 1990, c.C.31 ▪ 2 Regulations ▪ Consumer Protection Act, 2002, S.O. 2002, c.30, Sch. A ▪ GENERAL, O. Reg.17/05 	The Act provides a legal framework for consumer protection and the regulation of the marketing and promotion (including on the Internet) of goods and services in Ontario.

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

Malaysia		
LR122	<ul style="list-style-type: none">▪ Consumer Protection Act 1999, Act 599	The Act provides a legal framework for consumer protection and the regulation of the marketing and promotion (including on the Internet) of goods and services in Malaysia.

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

CHARLES STURT UNIVERSITY FOUNDATION TRUST		
Australia		
LR123	<ul style="list-style-type: none"> ▪ Income Tax Assessment Act 1997 	<p>[Charities Provisions Only] The Act defines who can be a Deductible Gift Recipient, the requirements for receiving deductible gifts and imposes strict requirements on the management of donations and other funds.</p>
LR124	<ul style="list-style-type: none"> ▪ Australian Charities and Not-for-profits Commission Act 2012 ▪ Australian Charities and Not-for-profits Commission Regulation 2013 	<p>The Act regulates charities with the purpose of the advancement of education. The Trust must be registered and is regulated under this Act.</p>
New South Wales		
LR125	<ul style="list-style-type: none"> ▪ Charitable Fundraising Act 1991 ▪ Charitable Fundraising Regulation 2008 	<p>The Act sets out the obligations on charities when conducting fundraising and imposes procedural obligations on the processes of fundraising.</p>
LR126	<ul style="list-style-type: none"> ▪ Charitable Trusts Act 1993 	<p>The Act establishes procedures for the bringing of proceedings in court in relation to Charitable Trusts and the circumstances where the Attorney General may intervene in the administration of a Trust.</p>
LR127	<ul style="list-style-type: none"> ▪ Unlawful Gambling Act 1998 ▪ Unlawful Gambling Regulation 2011 ▪ Lotteries and Art Unions Act 1901 ▪ Lotteries and Art Unions Regulation 2007 	<p>The Act prohibits certain gambling activities (that is, games of chance rather than games of skill). The Act requires the licensing of the University to conduct certain lottery or related activities that may be related to fundraising events.</p>
Victoria		
LR128	<ul style="list-style-type: none"> ▪ Fundraising Act 1998 ▪ Fundraising Regulations 2009 	<p>The Act sets out the obligations on charities when conducting fundraising and imposes procedural obligations on the processes of fundraising.</p>
Australian Capital Territory		
LR129	<ul style="list-style-type: none"> ▪ Charitable Collections Act 2003 ▪ Charitable Collections Regulation 2003 	<p>The Act governs charitable fundraising in the Australian Capital Territory.</p>

OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

DIVISION OF STUDENT ADMINISTRATION		
Australia		
LR130	<ul style="list-style-type: none"> ▪ Education Services for Overseas Students Act 2000 ▪ Education Services for Overseas Students Act 2000 - National Code 2007 (7 March 2007) ▪ Education Services for Overseas Students Regulations 2001 	<p>The Act and associated legislation is the legal framework governing the responsibility of education institutions towards overseas students. It protects overseas students coming to Australia on student visas and sets out clear roles and responsibilities for education institutions wanting to teach overseas students. Educations institutions must also register each course they offer to overseas students.</p>
LR131	<ul style="list-style-type: none"> ▪ Higher Education Support Act 2003 ▪ Higher Education Support Act 2003 - OS-HELP Guidelines 2007 ▪ Higher Education Support Act 2003 - Fee-Help Guidelines (03/08/2007) 	<p>The Act governs the funding of Universities in Australia and makes provisions relating to Commonwealth student learning entitlements, commonwealth grant scheme funding, OS-HELP and FEE-HELP.</p>

OFFICE OF THE EXECUTIVE DIRECTOR, HUMAN RESOURCES

DIVISION OF HUMAN RESOURCES		
Australia		
LR132	<ul style="list-style-type: none"> ▪ Fair Work Act 2009 ▪ Fair Work Regulations 2009 	The Acts regulate the employment relationship between employers and employees including the making of enterprise agreements (EAs), the terms and conditions of employment and the termination of employment (including unfair dismissal).
LR133	<ul style="list-style-type: none"> ▪ Disability Discrimination Act 1992 ▪ Disability Discrimination Regulations 1996 ▪ Disability Standards for Education 2005 	<p>The Act makes unlawful discrimination or harassment on the ground of a person's disability (past, present, future, presumed, actual), or that of an associate, in employment, education and other areas. Behaviour that is a symptom or manifestation of a disability also falls within the definition of disability.</p> <p>The Act imposes an obligation on the University to make reasonable adjustments to accommodate the needs of staff and students with disabilities. It also requires the University to comply with the Disability Standards for Education 2005. The Standards set out the legal obligations of education providers in a number of areas relevant to education and training (enrolment, participation, curriculum development, accreditation and delivery, student support services and elimination of harassment and victimisation).</p> <p>The University may develop and register (with AHRC) a Disability Action Plan which addresses its responsibilities under the Act and which may be used in defence against complaints of disability discrimination. Disability Action plans must be considered by a court when an organisation mounts a defence of unjustifiable hardship.</p> <p>In 2009 the Act was amended to make the inherent requirements defence available to employers in a wider range of circumstances. This defence refers to a situation where a person, because of their disability and despite any reasonable adjustment, is unable to carry out the inherent requirements of their position.</p>
LR134	<ul style="list-style-type: none"> ▪ Racial Discrimination Act 1975 	<p>The Act makes unlawful discrimination or harassment on the grounds of a person's race, colour, descent, or national or ethnic origin (or that of a relation or associate) in employment, education and other areas. It also prohibits racial vilification –i.e a public act based on the race, colour, national or ethnic origin of a person or group of people which is likely to offend, insult, humiliate or intimidate.</p> <p>The Act provides for positive discrimination in the form of 'special measures'. These are temporary programmes designed to secure the advancement of a racial or ethnic group so that they can enjoy and exercise their human rights equally with others.</p>
LR135	<ul style="list-style-type: none"> ▪ Sex Discrimination Act 1984 	The Act makes unlawful discrimination on the grounds of sex, marital status, pregnancy or potential pregnancy, breastfeeding and, in relation to employment, family responsibilities. It also specifically makes sexual harassment in the workplace and in educational institutions unlawful.

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LR136	<ul style="list-style-type: none"> ▪ Age Discrimination Act 2004 	<p>The Act makes unlawful discrimination or harassment on the ground of a person's age or because of characteristics generally pertaining to, or imputed to, their age and removes the compulsory retirement age. . It provides exemption for youth wages and direct compliance with industrial agreements and awards.</p> <p>Under the Act it is not unlawful to provide a benefit to a particular age group where the action is intended to meet a need that arises from that age group.</p>
LR137	<ul style="list-style-type: none"> ▪ Paid Parental Leave Act 2010 ▪ Paid Parental Leave Rules 2010 	<p>The Act provides for the payment of parental leave pay, and for related purposes.</p>
LR138	<ul style="list-style-type: none"> ▪ Work Health and Safety Act 2011 	<p>The Act provides for a balanced and nationally consistent framework to secure the health and safety of workers and workplaces.</p>
LR139	<ul style="list-style-type: none"> ▪ Autonomous Sanctions Act 2011 ▪ Autonomous Sanctions Regulations 2011 	<p>The Act makes provision relating to sanctions to facilitate the conduct of Australia's external affairs, and for related purposes.</p>
LR140	<ul style="list-style-type: none"> ▪ Defence Reserve Service (Protection) Act 2001 	<p>The Act protects members of the Reserves in their employment and education, to facilitate their return to civilian life, and for related purposes.</p>
LR141	<ul style="list-style-type: none"> ▪ Australian Human Rights Commission Act 1986 ▪ Human Rights (Sexual Conduct) Act 1994 	<p>The Acts relate to human rights and equal opportunity.</p>
LR142	<ul style="list-style-type: none"> ▪ Migration Act 1958 	<p>The Act regulates the entry into and presence of non-citizens in Australia and provides for the issue of visas permitting non-citizens to enter or remain in Australia. As an approved sponsor under this Act the University is required to comply with the sponsorship obligations as set out within the Act and Regulations.</p>
LR143	<ul style="list-style-type: none"> ▪ Privacy Act 1988 ▪ Freedom of Information Act 1982 	<p>The Act makes provision to protect the privacy of individuals, and for related purposes.</p> <p>The Act gives members of the public rights of access to official documents of the Government of the Commonwealth and of its agencies.</p>

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LR144	<ul style="list-style-type: none"> ▪ Superannuation Act 1990 ▪ Superannuation Act 2005 	<p>The Act makes provision for and in relation to an occupational superannuation scheme for persons employed by the Commonwealth, and for certain other persons.</p> <p>The Act relates to the Public Sector Superannuation Accumulation Plan (PSSAP).</p>
LR145	<ul style="list-style-type: none"> ▪ Workplace Gender Equality Act 2012 	<p>The Act requires higher education institutions and certain non-public sector organisations to promote and improve gender equality in the workplace. The University is required to submit annual reports on its gender equality activities to the Workplace gender Equality Agency, unless otherwise waived from doing so.</p>
<i>New South Wales</i>		
LR146	<ul style="list-style-type: none"> ▪ Anti-Discrimination Act 1977 	<p>The Act makes unlawful discrimination or harassment on the grounds of sex (including sexual harassment, pregnancy and breastfeeding), race (including colour, nationality, descent, and ethno-religious or national origin), marital or domestic status, homosexuality (actual or presumed), disability (past, present, future, actual or presumed), age, transgender status, and carer's responsibilities (in employment only), in education, employment,. It also makes unlawful vilification of a person because of their race, homosexuality or transgender status. The Act allows compensation to be paid to victims as well as criminal prosecutions for vilification in the most serious cases.</p> <p>The Act requires public sector organisations, including universities, to develop programmes to prevent discrimination and to promote equal employment opportunity for women, members of racial minorities and people with disabilities. Under the Act the University is required to develop and lodge an Equal Employment Opportunity Management Plan with the Public Service Commissioner.</p>
LR147	<ul style="list-style-type: none"> ▪ Public Holidays Act 2010 	<p>The Acts prescribe public holidays in NSW.</p>
LR148	<ul style="list-style-type: none"> ▪ Employees Liability Act 1991 	<p>The Act requires that an employer indemnify an employee for any liability arising in tort against the employee where the employer and employee are jointly liable, except where the tort arises from wilful or serious misconduct as defined under the Act.</p>
LR149	<ul style="list-style-type: none"> ▪ Industrial Relations Act 1996 	<p>The Act regulates employment relationships under NSW Awards and common law agreements between employers and employees including the the terms and conditions of employment and the termination of employment (including unfair dismissal).</p>

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LR150	<ul style="list-style-type: none"> ▪ Work Health and Safety Act 2011 ▪ Work Health and Safety Regulation 2011 ▪ Workers' Compensation (Dust Diseases) Act 1942 ▪ Workplace Injury Management and Workers Compensation Act 1998 	Acts dealing with health and safety in the workplace and compensation of injured employees.
LR151	<ul style="list-style-type: none"> ▪ Jury Act 1977 	The Act governs jury service in NSW and prohibits unlawful dismissal or adverse treatment because an employee has undertaken jury service.
LR152	<ul style="list-style-type: none"> ▪ Apprenticeship and Traineeship Act 2001 	The Act governs the apprenticeships and traineeships in NSW.
LR153	<ul style="list-style-type: none"> ▪ Children and Young Persons (Care and Protection) Act 1998 ▪ Child Protection (Working with Children) Act 2012 	
LR154	<ul style="list-style-type: none"> ▪ State Records Act 1998 ▪ Health Records and Information Privacy Act 2002 	<p>The Act makes provision for the creation, management and protection of the records of public offices of the State and provides for public access to those records.</p> <p>The Act makes provision for the protection of health records and information.</p>
LR155	<ul style="list-style-type: none"> ▪ NSW Trustee and Guardian Act 2009 	
LR156	<ul style="list-style-type: none"> ▪ Long Service Leave Act 1955 	The Act makes provisions entitling workers to long service leave.
LR157	<ul style="list-style-type: none"> ▪ Powers of Attorney Act 2003 	
LR158	<ul style="list-style-type: none"> ▪ Privacy and Personal Information Protection Act 1998 ▪ Government Information (Public Access) Act 2009 	<p>The Act provides for the protection of personal information, and for the protection of the privacy of individuals generally.</p> <p>The Act facilitates public access to government information.</p>

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LR159	<ul style="list-style-type: none"> ▪ Radiation Control Act 1990 	The Acts make provision for the regulation and control of the sale, use, keeping and disposal of radioactive substances and radiation apparatus .
LR160	<ul style="list-style-type: none"> ▪ State Authorities Non-contributory Superannuation Act 1987 ▪ State Authorities Superannuation Act 1987 ▪ State Public Service Superannuation Act 1985 	The Acts establish a superannuation scheme for employees
LR161	<ul style="list-style-type: none"> ▪ Superannuation Act 1916 ▪ Superannuation Administration Act 1996 	Provides a State provident fund for persons employed by the State or by certain other bodies, and for the families of such persons.
LR162	<ul style="list-style-type: none"> ▪ Workplace Surveillance Act 2005 	The Act regulates surveillance of employees at work.
<i>Australian Capital Territory</i>		
LR163	<ul style="list-style-type: none"> ▪ Annual Leave Act 1973 ▪ Holidays Act 1958 ▪ Long Service Leave Act 1976 	Establishes annual holidays for employees in the ACT
LR164	<ul style="list-style-type: none"> ▪ Discrimination Act 1991 	The Act makes it unlawful to discriminate on the grounds of sex, sexuality, gender identity, relationship status, status as a parent or carer, pregnancy, breastfeeding, race, religious or political conviction, disability, industrial activity, age, profession, trade, occupation or calling, and spent conviction within the meaning of the <i>Spent Convictions Act 2000</i> in employment, education and other areas.
LR165	<ul style="list-style-type: none"> ▪ Juries Act 1967 	The Act governs jury service in the ACT and prohibits unlawful dismissal or adverse treatment because an employee has undertaken jury service.
LR166	<ul style="list-style-type: none"> ▪ Work Health and Safety Act 2011 ▪ Work Health and Safety Regulation 2011 	Act dealing with health and safety in the workplace and compensation of injured employees working in the ACT.

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LR167	<ul style="list-style-type: none"> ▪ Work Safety Act 2008 ▪ Workers Compensation Act 1951 ▪ Workers Compensation Regulation 2002 ▪ Workers Compensation Rules 2002 	Acts dealing with health and safety in the workplace and compensation of injured employees working in the ACT.
LR168	<ul style="list-style-type: none"> ▪ Freedom of Information Act 1989 	
LR169	<ul style="list-style-type: none"> ▪ Health Records (Privacy and Access) Act 1997 	
LR170	<ul style="list-style-type: none"> ▪ Human Rights Act 2004 	
LR171	<ul style="list-style-type: none"> ▪ Powers of Attorney Act 2006 	
LR172	<ul style="list-style-type: none"> ▪ Privacy Act 1988 (Cth) 	The Commonwealth Act applies in the ACT.
LR173	<ul style="list-style-type: none"> ▪ Territory Records Act 2002 	
LR174	<ul style="list-style-type: none"> ▪ Working with Vulnerable People (Background Checking) Act 2011 	
LR175	<ul style="list-style-type: none"> ▪ Workplace Privacy Act 2011 	
Victoria		
LR176	<ul style="list-style-type: none"> ▪ Public Holidays Act 1993 	
LR177	<ul style="list-style-type: none"> ▪ Guardianship and Administration Act 1986 	
LR178	<ul style="list-style-type: none"> ▪ Whistleblowers Protection Act 2001 	
LR179	<ul style="list-style-type: none"> ▪ Child Employment Act 2003 	
LR180	<ul style="list-style-type: none"> ▪ Freedom of Information Act 1982 	
LR181	<ul style="list-style-type: none"> ▪ Long Service Leave Act 1992 	

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LR182	▪ Occupational Health and Safety Act 1985	
LR183	▪ Health Records Act 2001	
LR184	▪ Information Privacy Act 2000	
LR185	▪ Accident Compensation (WorkCover Insurance) Act 1993	
LR186	▪ Public Records Act 1973	
LR187	▪ Fair Work (Commonwealth Powers) Act 2009	
LR188	▪ Workers Compensation Act 1958	
LR189	▪ Occupational Licensing National Law Act 2010	
LR190	▪ Accident Compensation (WorkCover Insurance) Act 1993	
LR191	▪ Accident Compensation (Occupational Health and Safety) Act 1996	
LR192	▪ Charter of Human Rights and Responsibilities Act 2006	
LR193	▪ Commonwealth Powers (Industrial Relations) Act 1996	
LR194	▪ Defence Reserves Re-Employment Act 1995	
LR195	▪ Equal Opportunity Act 1995	
LR196	▪ Equal Opportunity Act 2010	
LR197	▪ Juries Act 1967	

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LR198	▪ Juries Act 2000	
LR199	▪ Racial and Religious Tolerance Act 2001	
LR200	▪ Working with Children Act 2005	
LR201	▪ Surveillance Devices Act 1999	

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Ontario, Canada		
LR202	<ul style="list-style-type: none"> ▪ Discriminatory Business Practices Act, R.S.O. 1990, c. D.12 	The Act prohibits discrimination on the ground of race, creed, colour, nationality, ancestry, place of origin, sex or geographical location of persons employed in or engaging in business.
LR203	<ul style="list-style-type: none"> ▪ Human Rights Code, R.S.O. 1990, c. H.19 and Regulations 	The Code prohibits discrimination or harassment in employment provision of services, and other areas because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy and gender identity), sexual orientation, age, marital status, family status, disability or record of offences (employment only).
LR204	<ul style="list-style-type: none"> ▪ Accessibility for Ontarians with Disabilities Act 2005 ▪ Accessibility Standards for Customer Service regulation 429/07 ▪ Integrated Accessibility Standards Regulation 191/11 	<p>The Act provides for the development of mandatory accessibility standards to remove barriers for people with disabilities. These will apply to private and public sector organisations in Ontario. . The Accessibility Standards for Customer Service were the first to come into force. Organisations with more than 20 employees must report to the Ministry of Community and Social Services on the implementation of the standard by 31 December 2012</p> <p>Regulation 191/11 details the Standards for Information and Communication, Employment, and Transportation and the time frame for compliance.</p>
LR205	<ul style="list-style-type: none"> ▪ Employer Health Tax Act, R.S.O. 1990, c. E.11 ▪ GENERAL, R.R.O. 1990, Reg. 319 	The Act governs the payment of the employer health tax in respect on employees.
LR206	<ul style="list-style-type: none"> ▪ Wages Liability Act, R.S.C. 1985, c. W-1 	The Act governs the liability of employers for the payment of wages to employees.
LR207	<ul style="list-style-type: none"> ▪ Employment Standards Act, 2000, S.O. 2000, c. 41 and Regulations 	The Act governs standards of employment.
LR208	<ul style="list-style-type: none"> ▪ Labour Relations Act, 1995, S.O. 1995, c. 1, Sch. A and Regulations 	
LR209	<ul style="list-style-type: none"> ▪ Occupational Health and Safety Act, R.S.O. 1990, c. O.1 and Regulations ▪ Workplace Safety and Insurance Act, 1997, S.O. 1997, c. 16, Sch. A and Regulations 	Act dealing with health and safety in the workplace and compensation of injured employees working in Ontario.
LR210	<ul style="list-style-type: none"> ▪ Federal Holidays Act, R.S.C. 1985, c. H-5 	The Act establishes Remembrance Day, Victoria Day and Canada Day as public holidays in Canada.

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LR211	<ul style="list-style-type: none">▪ Holocaust Memorial Day Act, S.C. 2003, c. 24	The Act establishes Holocaust memorial Day to commemorate the genocide of the Jewish people during WWII (not a public holiday).
LR212	<ul style="list-style-type: none">▪ Employment Equity Act 1995	
LR213	<ul style="list-style-type: none">▪ Access to Information Act 1985	
LR214	<ul style="list-style-type: none">▪ Privacy Act 1985	

CSU TRAINING

New South Wales

LR215	<ul style="list-style-type: none">▪ Vocational Education and Training (Commonwealth Powers) Act 2010▪ Tertiary Education Quality and Standards Agency Act 2011 (Cth)	The Act provides for the accreditation of registered training organisations and accreditation of courses.
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OFFICE OF THE EXECUTIVE DIRECTOR, DIVISION OF FINANCE

Incorporating business enterprises (eg. winery, child care centres, clinics etc)

DIVISION OF FINANCE		
<i>Australia</i>		
LR216	▪ Corporations Act 2001	The Corporations Act 2001 does not apply to the University, but applies to each company incorporated by the University as a controlled entity under section 50 AA of the Act. While controlled entities must be independent of the University, to the extent that University officers act in any capacity of secretary, director or other public officers of a controlled entity, the Act imposes specific requirements in relation to directors, reporting and control of corporations.

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<p>LR217</p>	<ul style="list-style-type: none"> ▪ A New Tax System (Australian Business Number) Act 1999 ▪ A New Tax System (Goods and Services Tax) Act 1999 ▪ A New Tax System (Goods and Services Tax Imposition—Customs) Act 1999 ▪ A New Tax System (Goods and Services Tax Imposition—Excise) Act 1999 ▪ A New Tax System (Goods and Services Tax Imposition—General) Act 1999 ▪ A New Tax System (Goods and Services Tax Imposition (Recipients)—Customs) Act 2005 ▪ A New Tax System (Goods and Services Tax Imposition (Recipients)—Excise) Act 2005 ▪ A New Tax System (Goods and Services Tax Imposition (Recipients)—General) Act 2005 ▪ A New Tax System (Luxury Car Tax) Act 1999 	<p>This suite of Acts sets out the law relating to the imposition and payment of the Goods and Services Tax (GST).</p>
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	<ul style="list-style-type: none">▪ <u>A New Tax System (Luxury Car Tax Imposition—Customs) Act 1999</u>▪ <u>A New Tax System (Luxury Car Tax Imposition—Excise) Act 1999</u>▪ <u>A New Tax System (Luxury Car Tax Imposition—General) Act 1999</u>▪ <u>A New Tax System (Medicare Levy Surcharge—Fringe Benefits) Act 1999</u>▪ <u>A New Tax System (Pay As You Go) Act 1999</u>▪ <u>A New Tax System (Wine Equalisation Tax) Act 1999</u>▪ <u>A New Tax System (Wine Equalisation Tax Imposition—Customs) Act 1999</u>▪ <u>A New Tax System (Wine Equalisation Tax Imposition—Excise) Act 1999</u>▪ <u>A New Tax System (Wine Equalisation Tax Imposition—General) Act 1999</u>	
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LR218	<ul style="list-style-type: none">▪ Income Tax Act 1986▪ Income Tax Assessment Act 1936▪ Income Tax Assessment Act 1997▪ Income Tax (Dividends, Interest and Royalties Withholding Tax) Act 1974▪ Income Tax (Offshore Banking Units) (Withholding Tax Recoupment) Act 1988▪ Income Tax Rates Act 1986▪ Income Tax Rates Amendment Act (No. 1) 1997▪ Income Tax (Securities and Agreements) (Withholding Tax Recoupment) Act 1986▪ Income Tax (Withholding Tax Recoupment) Act 1971	This suite of Acts sets out the law relating to income tax and assessment.
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OFFICE OF THE EXECUTIVE DIRECTOR, DIVISION OF FINANCE

New South Wales		
LR219	<ul style="list-style-type: none"> ▪ Public Finance and Audit Act 1983 ▪ Public Finance and Audit Regulation 2005 ▪ Public Authorities (Financial Arrangements) Act 1987 ▪ Public Authorities (Financial Arrangements) Regulation 2005 	The Acts govern the management of finances within the University including the keeping of books, management of assets, internal controls, auditing of activities and so forth. The Act imposes penalties for non-compliance.
LR220	<ul style="list-style-type: none"> ▪ Charles Sturt University Act 1989 	[Schedule 2] The Schedule requires approval of the NSW Treasurer for specific forms of investment activity by the University or a controlled entity of the University. Where approval is granted, the obligations on CSU are specified in the approval granted by the Minister. The obligations under any approval form part of the compliance obligations on the University.
LR221	<ul style="list-style-type: none"> ▪ Charles Sturt University Act 1989 	[Section 25A and 26] Section 25A and 26 prescribe the Financial Year for the University and exemptions from stamp duty for borrowing or investment activities. The exemptions under the Act are limited and additional stamp duty exemptions must be obtained under the Duties Act 1997 No 123 .
LR222	<ul style="list-style-type: none"> ▪ Charles Sturt University Act 1989 	[Section 19A] Section 19A of the Act requires that a “controlled entity” of the University (as defined in the Australian Accounting Standards and not the Corporations Act) must not exercise any power that the University itself does not exercise. For example, the University may not dispose of land without the Minister’s approval. As such, a controlled entity cannot dispose of land without Ministerial approval.
LR223	<ul style="list-style-type: none"> ▪ Trustee Act 1898 ▪ Trustee Act 1925 ▪ Trustee Companies Act 1964 ▪ Trustees Delegation of Powers Act 1915 	This suite of Acts sets out the obligations of trustees of charitable and other trusts, as well as the powers and limitations on authority of trustees.

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LR224	<ul style="list-style-type: none"> ▪ Duties Act 1997 	The Act requires the payment of a stamp duty on certain specified transactions including the sale or transfer of land, sale of business assets, sale of partnership interest, lease of land or premises, occupancy agreement or license instruments for land or premises (note, in the case of leases the duty is payable at .35c per \$100 or where there is no value of the lease or license the unencumbered value of the lease or license), hire of goods, mortgages, insurance, motor vehicle registration, transfer of shares and investment units. If the duty is not paid within 3 months of the execution of an instrument of exchange or purchase, interest and penalties may be imposed under the <i>Taxation Administration Act 1996</i> . Note that duties on the following will be abolished or changed on the effective date as provided: hire of goods (abolished 1 July 2007), leases and licenses (abolished 1 January 2008), unlisted market securities (abolished 1 Jan 2009), mortgages and loan schemes (halved 1 Jan 2020I abolished 1 Jan 2011); transfer of businesses (excluding land, statutory license or poker machines: 1 July 2012).
LR225	<ul style="list-style-type: none"> ▪ Payroll Tax Act 2007 	The Act regulates the payment of pay roll tax by the University to the State Government. The Act imposes penalties for non-compliance.
LR226	<ul style="list-style-type: none"> ▪ Unclaimed Money Act 1995 	The Act regulates the dealing in unclaimed monies, that is, money over \$100 that is left unclaimed by the owner of the money (eg. refunded fees that are not collected etc). The Act imposes penalties for non-compliance.
LR227	<ul style="list-style-type: none"> ▪ Uncollected Goods Act 1995 	The Act regulates dealings in unclaimed goods, for example, wine that has been purchased but has not been claimed by the purchaser or where the goods are returned. The Act imposes penalties for non-compliance
LR228	<ul style="list-style-type: none"> ▪ Associations Incorporation Act 1984 	The Act provides the specific method for the incorporation of associations (such as CSU child care centres) and for their operation.
LR229	<ul style="list-style-type: none"> ▪ Partnership Act 1892 	The Act defines when a partnership is created under law and the legal consequences of a partnership. The Act imposes obligations in the sense that it defines the obligations and liabilities of a partnership arrangement. A partnership will be found to exist even if that was not intended by the parties and partnerships expose the parties to significant different liabilities than other forms of corporate structure.
LR230	<ul style="list-style-type: none"> ▪ Contracts Review Act 1980 	The Act defines circumstances where contracts will be held invalid or voidable for unfairness (for example, in dealings with young people).

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<p>LR231</p>	<ul style="list-style-type: none"> ▪ Child Protection (Working with Children) Act 2012 ▪ Children and Young Persons (Care and Protection) Act 1998 ▪ Public Health Act 2010 ▪ Public Health Regulation 2012 ▪ Food Act 2003 ▪ Local Government Act 1993 ▪ Local Government (General) Regulation 2005 ▪ A New Tax System (Family Assistance) (Administration) Act 1999 (Cth) ▪ Child Care Benefit (Eligibility of Child Care Services for Approval and Continued Approval) Determination 2000 (Cth) 	<p>[Early Childhood Centres]</p> <p>The series of NSW and Commonwealth Acts relate to the operations of child care facilities including eligibility for registration as a child care service, service standards, regulation of vaccine preventable diseases in child care facilities, prohibited employment and working with children checks and so forth. The Building Code of Australia also contained requirements in relation to fire protection systems and equipment and playground surfaces. The Australian Standards contain guidelines for aspects such as climbing hazards for children, glass safety standards for children's facilities, playground surfacing and testing, cot standards, play equipment, diet, health and hygiene. Building Standards and Australian Standards for child care facilities are incorporated into the Division of Facilities Management.</p>
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OFFICE OF THE EXECUTIVE DIRECTOR, DIVISION OF FINANCE

LR232	<ul style="list-style-type: none"> ▪ Consumer Credit Administration Act 1995 ▪ Consumer Credit (New South Wales) Act 1995 	The laws govern the offering of credit or loans to persons (eg. students).
LR233	<ul style="list-style-type: none"> ▪ Passenger Transport Act 1990 ▪ Passenger Transport (Drug and Alcohol Testing) Regulation 2004 ▪ Passenger Transport Regulation 2007 	The Acts govern accreditation of drivers of passenger transport buses and associated laws governing operation of passenger transport vehicles.
Ontario, Canada		
LR234	<ul style="list-style-type: none"> ▪ Business Records Protection Act, R.S.O. 1990, c. B.19 	Requires business to maintain proper records in Ontario and provide penalties for removal of business records outside Ontario (eg. financial statements, profit and loss sheets, invoices etc) except a copy of records where the business is a branch or subsidiary of an out of province parent entity.
LR235	<ul style="list-style-type: none"> ▪ Unclaimed Intangible Property Act, R.S.O. 1990, c. U.1 	