



## **Nepean Community College**

### **Commitment to Compliance with Laws**



<b>1. COMMITMENT TO COMPLIANCE WITH LAWS .....</b>	<b>3</b>
PURPOSE .....	3
<b>2. NEPEAN COMMUNITY COLLEGE'S COMMITMENT TO COMPLIANCE AND REGULATORY RESPONSIBILITIES ..</b>	<b>3</b>
COMMONWEALTH LAWS INCLUDE: .....	3
NSW STATE LAWS INCLUDE: .....	3
WORK HEALTH AND SAFETY (WHS) COMPLIANCE.....	4
PRIVACY AND DATA PROTECTION COMPLIANCE.....	4
AUSTRALIAN CONSUMER LAW (ACL) AND FAIR TRADING COMPLIANCE .....	4
EQUAL OPPORTUNITY AND ANTI-DISCRIMINATION COMPLIANCE .....	4
CHILD PROTECTION AND STUDENT SAFETY COMPLIANCE.....	4
VOCATIONAL EDUCATION AND TRAINING (VET) COMPLIANCE .....	5
MAINTAINING COMPLIANCE FOR EXCELLENCE.....	5

## 1. Commitment to Compliance with Laws

### *Purpose*

Nepean Community College commits to abide by all applicable Commonwealth, State and Territory laws, including, for example, by ensuring:

- a) personal information is collected, used and disclosed by the organisation in accordance with all applicable privacy laws; and
- b) the organisation complies with all applicable requirements under the Student Identifiers Act 2014.

## 2. Nepean Community College's Commitment to Compliance and Regulatory Responsibilities

As a Nationally Recognised Training (NRT) provider, Nepean Community College (RTO ID: 1223) is committed to delivering high-quality education while strictly adhering to all Commonwealth, State, and Territory laws that govern Registered Training Organisations (RTOs). Compliance is not just a requirement—it is integral to ensuring students receive industry-standard training in a safe and lawful environment.

### *Commonwealth Laws include:*

- **National Vocational Education and Training Regulator Act 2011** – Establishes ASQA as the national regulator for RTOs.
- **Fair Work Act 2009** – Governs workplace rights, employment conditions, and protections for trainers and staff.
- **Copyright Act 1968** – Ensures RTOs comply with intellectual property laws when using training materials.
- **Taxation Administration Act 1953** – Covers financial reporting and tax obligations for RTOs.
- **Workplace Gender Equality Act 2012** – Requires RTOs to promote gender equality in employment practices.
- **Australian Consumer Law (ACL)** – Ensures fair trading practices and protects students from misleading advertising.
- **Financial Viability Risk Assessment Requirements 2021** – Ensures RTOs maintain financial stability to continue operations.
- **Data Provision Requirements 2020** – Governs how RTOs report student data to ASQA.

### *NSW State Laws include:*

- **NSW Work Health and Safety Act 2011** – Ensures safe training environments for students and staff.
- **NSW Education Act 1990** – Governs education providers, including vocational training institutions.
- **NSW Anti-Discrimination Act 1977** – Prevents discrimination in education and employment.
- **NSW Child Protection (Working with Children) Act 2012** – Requires RTO staff working with minors to hold a Working With Children Check (WWCC).
- **NSW Fair Trading Act 1987** – Ensures ethical business practices in training services.

### ***Work Health and Safety (WHS) Compliance***

Nepean Community College upholds **Work Health and Safety (WHS) laws** by:

- Conducting risk assessments for all training environments.
- Ensuring trainers and students understand workplace safety procedures.
- Providing Personal Protective Equipment (PPE) for practical training activities.

### ***Privacy and Data Protection Compliance***

Nepean Community College strictly follows the **Privacy Act 1988** by:

- Safeguarding student records, enrollment details, and personal data.
- Ensuring secure handling of assessment results and feedback.
- Implementing data protection measures to prevent unauthorised access.

### ***Australian Consumer Law (ACL) and Fair Trading Compliance***

Under the **Competition and Consumer Act 2010**, **Trade Practices Act 1974**, and **Fair Trading Act 1987**, Nepean Community College:

- Clearly discloses fees and refund policies without misleading terms.
- Ensures all promotional materials accurately represent nationally recognised qualifications.
- Provides transparent dispute resolution for student concerns.

### ***Equal Opportunity and Anti-Discrimination Compliance***

As per the **Australian Human Rights Act 1986** and **Disability Discrimination Act 1992**, the College:

- Ensures fair access to education for students with disabilities.
- Implements inclusive teaching methods for diverse learning needs.
- Prevents discriminatory practices in enrolment and employment policies.

### ***Child Protection and Student Safety Compliance***

To safeguard young learners, Nepean Community College complies with:

- **Child Protection Regulation 2013**
- **Children and Young Persons Protection Act 1998**
- Ensures working-with-children checks for staff training minors.
- **Implements** safe and ethical student supervision **policies**.
- Reports any concerns of student welfare to appropriate authorities.



### ***Vocational Education and Training (VET) Compliance***

To align with **Standards for RTOs 2025**, the College:

- Conducts regular internal audits to maintain ASQA compliance.
- Ensures transition processes for superseded qualifications are smooth.
- Issues certificates aligned with AQF (Australian Qualifications Framework) standards.

### ***Maintaining Compliance for Excellence***

By embedding regulatory requirements into our operations, Nepean Community College (RTO ID: 1223) maintains a trustworthy, legally compliant training environment by ongoing compliance with the Standards as a core part of our business – not just during an audit process. Adhering to national laws ensures students receive recognised, high-quality vocational education, empowering them for future success.

END OF DOCUMENT