

Privacy Statement

Effective Date: November 2024

This Privacy Statement is made by National Employment Services Association Ltd ABN 69 079 065 428 and NESACADemy (here forth collectively referred to as NESACADemy).

NESACADemy values your privacy and is committed to protecting the personal information you provide when using our website(s) and services.

NESACADemy respects the rights and privacy of all individuals and is committed to complying with the Privacy Act 1988 (Cth) (Privacy Act) and the Australian Privacy Principles (APPs), and other relevant privacy laws.

This Privacy Statement outlines how and the purpose for which we collect, use, disclose, and safeguard your personal information.

NESACADemy may routinely review and update this Statement, including taking account of new or amended laws, new technology and/or changes to operations. All personal information held by NESACADemy will be governed by the most recent updated Statement.

1. Information We Collect

We may collect the following types of information: personal contact details, login credentials, and employment and training history.

1.1 Personal Information:

When you interact with our website(s) and services delivered through our website(s) (nesa.com.au and nesacademy.com.au) or other platforms used to host and manage events, including those of third parties, we may collect personal information such as your name, email address, phone number, company name, job title, and any other details you provide through forms, membership sign-ups, training and event registrations, or subscriptions.

1.2 Non-Personal Information:

We also collect non-personal information, including but not limited to browser type, operating system, IP address, and browsing behaviour. This helps us enhance your experience on our website.

2. How We Use Your Information

We may use your information for the following purposes:

- To provide and improve our services, including processing event registrations, membership applications, and providing access to NESACADemy's professional development programs.

- To communicate with you regarding updates, newsletters, promotions, and other information related to NESAs activities.
- To analyse user activity to improve website functionality and tailor content to user interests.
- To comply with legal obligations or enforce agreements.

3. How We Share Your Information

We do not sell, trade, or rent your personal information to third parties. However, we may share your information in the following cases:

- **Corporate Service Providers:** We may share your data with trusted third-party service providers who assist us in operating our website, conducting business, or providing services to you (e.g. payment processors, event platforms).
- **Legal Requirements:** If required by law, we may disclose your personal information to government authorities or third parties to comply with legal obligations, prevent fraud, or protect NESAs legal rights.
- **Service Providers:** Information regarding participation in Training and Professional Development services is collected in the Learning Management System and accessible by service providers for review and reporting purposes.

4. Data Security

We take the security of your personal information seriously and implement reasonable technical, physical, and administrative safeguards to protect against unauthorised access, alteration, or disclosure. However, no data transmission over the internet or storage system can be guaranteed to be 100% secure.

5. Data Retention

We will retain your personal information for as long as necessary to fulfill the purposes for which it was collected, comply with legal obligations, resolve disputes, and enforce agreements. Afterward, your data will be securely deleted or anonymised.

6. Cookies and Tracking Technologies

Our website uses cookies and similar tracking technologies to improve your experience and provide personalised services. You can control your cookie preferences through your browser settings, though disabling cookies may affect your ability to use certain features of our site.

7. Your Rights

You have the right to access, correct, or request the deletion of your personal information. You may also object to the processing of your personal data or request data portability. If you wish to exercise any of these rights, please contact us using the details provided below.

We are genuinely committed to our privacy obligations detailed in this Statement and we aim to ensure that your requests or complaints are treated confidentially and resolved in a timely and appropriate manner.

8. Third-Party Links

Our website may contain links to third-party websites. We are not responsible for the privacy practices or content of these sites.

As part of NESA's Training and Professional Development services, you may be directed to third party training providers' websites. These parties have their own privacy statements and must comply with Privacy Act 1988 (Cth) (Privacy Act) and the Australian Privacy Principles (APPs), and other relevant privacy laws.

We encourage you to review their privacy policies before providing any personal information.

9. Changes to This Privacy Statement

We reserve the right to update this Privacy Statement at any time. Any changes will be effective immediately upon posting to our website. Please review this Statement periodically to stay informed about how we protect your personal information.

10. Contact Us

If you have any questions or concerns about this Privacy Statement, or if you would like to exercise your rights regarding your personal information, please contact us at:

National Employment Services Association (NESA)

nesa.com.au

Level 8, 699 Collins Street, Docklands, VIC 3008 Australia

nesa@nesa.com.au