

## ADHERENCE TO LEGISLATIVE & REGULATORY REQUIREMENTS POLICY AND PROCEDURE

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KMR SAFETY FIRST adheres to the Commonwealth and State laws including legislation and guidelines that may apply to an RTO's operations but may vary from circumstance to circumstance and may include but not be limited to:

### Workplace Health & Safety Legislation and Regulations:

- VIC [Occupational Health and Safety Act 2004](#)
- VIC [Occupational Health and Safety Regulations 2007](#)
- VIC [Workers Compensation Act 1958](#)
- VIC [Workplace Injury Rehabilitation and Compensation Regulations 2014](#)
- VIC [Apprenticeship and Traineeship Act 2001 No 80](#)
- VIC [Dangerous Goods \(Storage and Handling\) Regulations 2012](#)
- VIC [Code of Practice for the Storage and Handling of Dangerous Goods 2013](#)
- VIC [First Aid in the Workplace - Compliance Code](#)

KMR SAFETY FIRST being a PCBU, will meet its duty of care to staff, clients, learners and visitors by providing a safe and healthy environment in which to work and study.

### Consumer Protection:

- [Privacy Act 1988](#)
- [Privacy Amendment \(Enhancing Privacy Protection\) Act 2012](#)
- [13 Australian Privacy Principles](#)
- [Privacy Regulation 2013](#)
- VIC [Privacy and Data Protection Act 2014](#)
- [Australian Consumer Law and Fair Trading Act 2012](#)
- [Copyright Act 1968](#)
- [Copyright Regulations 1969](#)

KMR SAFETY FIRST will meet its responsibilities regarding consumer protection requirements which includes the safeguarding of any personal and sensitive information of their clients, staff and learners.

### VET Legislation and Regulations:

- [National Vocational Education and Training Regulator Act 2011](#)
- [Standards for Registered Training Organisations \(RTOs\) 2015](#)
- [Student Identifiers Act 2014](#)
- [Student Identifiers Regulation 2014](#)
- [Data Provision Requirements 2012](#)
- [Australian Qualifications Framework 2013, 2<sup>nd</sup> Edition](#)
- [Skillling Australia's Workforce Act 2005](#)
- [ARC Guidelines](#)

## Human Rights:

### Commonwealth Legislation:

- [Workplace Gender Equality Act 2012](#)
- [Human Rights and Equal Opportunity Commission \(Transitional Provisions and Consequential Amendments\) Act 1986](#)
- [Australian Human Rights Commission Act 1986](#)
- [Disability Standards for Education 2005](#)
- [Disability Discrimination Act 1992](#)
- [Racial Hatred Act 1995](#)
- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)
- [Age Discrimination Act 2004](#)

### State Based Legislation:

- VIC [Equal Opportunity Act 2010](#)
- VIC [Disability Act 2006](#)
- VIC [Charter of Human Rights and Responsibilities Act 2006](#)
- VIC [Racial and Religious Tolerance Act 2001](#)
- VIC [Working with Children Act 2005](#)

KMR SAFETY FIRST is committed to providing an environment for work and training that is fair and equitable to all people.

It will be a place that is free from discrimination, bullying, victimisation and/or harassment because of a person's sex, pregnancy, race, colour, nationality, ethnic or ethno-religious background, social status, education, marital status, physical or intellectual or psychiatric disability, homosexuality or age will not be tolerated of any kind. Behaviour of this nature will result in immediate disciplinary action.

## Currency

KMR SAFETY FIRST will regularly check its policies and procedures against legislation and regulations as is practical and reasonable, or as advised by relevant authorities, advisors, or industry persons or organisations and will ensure that all staff, clients and learners are informed of any changes to current legislation.

**Related Standard/s:** Clause 8.5 and 8.6