



**Outcomes Australia Pty Ltd**  
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## Privacy Policy

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## Preface

This online Privacy Policy is provided to make you aware of how we collect, use and manage information of visitors to our Internet Web Site (IWS). The Publisher views the personal privacy of users as an important issue, and we are committed to maintaining the security of personal information provided to us by users in accessing our IWS. This policy forms part of the Terms of Service of the IWS, and describes how we treat personal information that we receive through your use of our IWS.

## Definitions

1. Outcomes Australia Pty Ltd ABN 75 465 024 305 ("the Publisher").
2. "The Publisher", "we" "us" and "our" means the Publisher.
3. "IWS" refers to the Internet Web Site [www.outcomesaustralia.com.au](http://www.outcomesaustralia.com.au).
4. "User/s", "you" and "your" refers to users of, and subscribers to the IWS.
5. "Hyperlink" means any mechanism of providing a link from one location on the Internet (or a web page) to another location on the Internet (or a different web page, or a different location on the same web page), and includes any mechanism for linking to, or providing access to, files via the Internet.
6. "Intellectual Property" means all intellectual property rights as defined by Article 2 of the World Intellectual Property Organisation Convention of 1967, in any inventions, designs, trademarks, trade names, circuit layouts, plant varieties, business and domain names, logos and get-up, confidential information, matter, materials or works accessible on or via the Publisher web sites.
7. "Internet Services" means the supply of Goods and Services by the Publisher including without limitation access to the Publishers website at [www.outcomesaustralia.com.au](http://www.outcomesaustralia.com.au) and to anything on the Publishers website.

## Types and uses of personal information

Your personal information is used in the following ways:

1. User IDs and Passwords. Provides you with access to Outcomes Australia member only areas and to protected content.
2. Support. Provides a mechanism for requesting information from Outcomes Australia. Also used to tell us how we can improve our services and site designs.
3. Email Correspondence. Used to communicate about issues of all types. Also used to distribute information about Outcomes Australia and our activities.

We will only use your personal information in the ways specified when it was collected. We will not change the way in which we use your personal information unless you consent to the new usage.

## Security measures

We protect the personal information you share with us. Access to your personal information is limited to people who require it to enable Outcomes Australia to perform its activities.

Authorized third party agents may also need access to some of your personal information. We will only provide them the minimum amount of information needed to complete the request. We do not otherwise share your personal information with third parties, unless you have granted us permission to do so.

## Data retention

Outcomes Australia will not retain your personal information longer than is necessary for the purposes for which it was collected.

## Linked websites

Our IWS contains links to external websites. We encourage you to review the privacy and security policies of any externally linked websites that may be accessed through our IWS. We assume no responsibility or liability for the information, collection and disclosure practices of any sites that a user can access through our IWS. Please check the privacy policies of external websites before you submit any personal data to them.

Except as specifically stated in this Privacy Policy, we will not share your personally identifiable information with any individual or organisation that is not associated with the Publisher.

## Children's online privacy protection

Our IWS is directed towards adult users. We do not knowingly collect information from children under the age of 13. Children under the age of 13 should not use our IWS or submit information to us.

## Cookies

Most Outcomes Australia Web sites use cookies. Cookies help us provide a better user experience by measuring which Web site areas are of greatest interest. Outcomes Australia also uses cookies when you register for one of our Web services. In this situation, a cookie will store useful information that enables our Web site to remember you when you return. Outcomes Australia can only read cookies from Outcomes Australia Web sites.

If you choose to disable cookies in your browser, you can still access most of our Web sites. Some websites will not allow you to complete certain activities if cookies are disabled.

We may display advertisements from third parties. Third party ad-serving companies control which ads are shown. These ad-serving companies may use cookies to collect non-personally identifiable information from you. Advertisers use this information to target the ads and measure their impact.

## Accessing and updating information

We need your help in making sure your personal information is correct in our systems. Please notify us of changes to your name, address, title, phone number or email address. Most of our sites allow you to make these updates yourself via the program's member profile pages.

## Unsubscribing

Each email newsletter has instructions on how to unsubscribe.

## Comindwork discussion boards

Outcomes Australia Comindwork discussion boards are public. Please consider this before posting.

## Security

We take all reasonable security measures to protect your personal information from loss, unauthorised access, destruction, misuse, modification or disclosure as far as is permissible under law, but we accept no responsibility for any unauthorised access gained to any of your personal information in our possession.

Where we have given you a password which enables you to access certain parts of the IWS, you are responsible for keeping this password confidential.

Please note that we cannot guarantee the security of your data in transmission to the IWS. Transmission is at your own risk.

## Privacy Policy updates

All updates to this policy will be posted here.

Last update: 7 June 2010

## Additional information

Should you have any additional privacy questions or comments related to this privacy policy, please contact Outcomes Australia at [admin@outcomesaustralia.com.au](mailto:admin@outcomesaustralia.com.au).