



PRIVACY POLICY

Effective Date: 8 September 2026

The Goodes O'Loughlin Foundation Limited (ACN 139 676 010) (the **Foundation, we and us**) values your privacy. This privacy policy sets out the Foundation's practices in relation to the collection, use, storage and disclosure of personal information. The Foundation is bound by the *Privacy Act 1988* (Cth) (the **Privacy Act**) as well as other applicable laws protecting privacy.

The Foundation may change this privacy policy from time to time by publishing changes on this website. The Foundation encourages you to check the website periodically to ensure that you are aware of our current privacy policy.

What personal information do we collect?

Personal information includes information or an opinion (whether true or not) about an identified or a reasonably identifiable individual.

When you make a donation, support or volunteer, participate in a Foundation event, apply for a scholarship or otherwise contact or interact with us, we may collect information from you. The table below identifies the types of personal information that we may collect and hold about you.

If you do not provide this information, you may not be able to access the website and we may not be able to offer our scholarship program to you.

Type of personal information	Examples (non-exhaustive)
If you apply for a scholarship with us, information as part of your application	This may include information relating to your academic records and school attendance, and anything else that may be relevant. This may include, but is not limited to: • Attendance data; • Behavioural information; • Academic transcripts and records; and • Character references from your teachers and a member of your local Indigenous community.
Personal and contact details	This may include your name, gender, address, age or date of birth, postcode, phone number, email address and photographs and videos of you related to events with or your involvement with the Foundation.

Type of personal information	Examples (non-exhaustive)
Payment information	This may include your credit card or bank account details, including when you apply for a scholarship or make a donation.
Family and care history	This may include information relating to your family circumstances.
Information we collect about your interactions with us, including digital and/or behavioural information	This may include: • records of your communication with us; • video interviews of you related to your scholarship application; • photographs and videos of you related to events with or your involvement with the Foundation • information regarding the purpose and times of your visits at our sites or premises; • telephone and video/CCTV recordings and photographs; • information to identify the devices, IP addresses and ISPs you use to access our website or online services; and • information that we generate about how you use our website.
Sensitive information	Information about whether an individual identifies as Aboriginal or Torres Strait Islander.
If you apply for a role with us, information relevant to your potential working relationship	Your work history, qualifications, reference and background check information (including criminal records checks), information relating to your working with children checks, identity verification information, information about your right to work in Australia (such as your work visa), payroll information, union information, and your role interests, resume and interview notes. We may also request evidence of your social media posting during the recruitment process.
If you are a current or former employee, contractor, office holder, or volunteer other information as necessary and relevant to your employment (or engagement)	Emergency contact details, information about remuneration and benefits, and information about your performance, training and development.
Other personal information made available to us from time to time, including via interactions with us	This may include:

Type of personal information	Examples (non-exhaustive)
	- if you are a student or donor, information relating to your history of attendance at the Foundation's events; and - information relating to your interests, for example, whether you support the Sydney Swans AFL team, or your previous interactions with our Founders.
If you make a donation, information relevant to your donation.	This may include your donation history with our Foundation.

How do we collect your personal information?

We generally collect your personal information directly from you, for example when you:

- communicate with us through any means (e.g. in person, or via email, or social media platforms) including when you apply for a scholarship or make a donation; or
- interact with our website and programs.

In some circumstances we may collect your information from third parties, third party service providers and other organisations with whom we partner, for example, our delivery partners who help provide our scholarship program **to students**. We will do this if you have consented for us to collect, use or disclose the information in this way, or where it is not reasonable or practical for us to collect this information directly from you.

This may include:

Type of person	Further detail (non-exhaustive)
Parents or guardians	When you apply for a scholarship, or as part of managing the provision of your scholarship, we may collect information from your parent or guardian.
Schools and universities	When you apply for a scholarship, or as part of managing the provision of your scholarship, we may collect information from your school or university.

Type of person	Further detail (non-exhaustive)
Verifiers	Third parties that assist in verifying information about you, including where relevant, your doctor, to verify your medical history and/or fitness to work. See also 'Recruiters, previous employers, referees and CV checking agencies' below.
Publicly available sources	Including from online forums, websites, Meta, LinkedIn, X, YouTube or other social media.
Recruiters, previous employers, referees and CV checking agencies	When you apply for a job or position with us (including as a volunteer), we may collect information about you from relevant third parties who can assist us in our assessment of your suitability for a role. This may include your current or former employer, to verify your employment status or identity or previous performance.
Other service providers and/or third parties	External companies who assist us in carrying out our business.

Where you provide us with personal information on behalf of someone else, you must ensure you have that person's consent to provide us with their personal information. You also need to tell them how to find a copy of this privacy policy.

Why we collect, hold, use and disclose personal information?

In general, we use your personal information to enable us to deliver our holistic Scholarship Program and conduct related activities. We may use or disclose your personal information where we are permitted to do so under applicable laws, and/or where we have received your consent.

The Foundation may collect, hold, use and disclose personal information for the following purposes:

Purpose	How we may use your personal information
Manage scholarships	To assess scholarship applicants and recipients and facilitate ongoing scholarship support.
Engage with you as a donor	To process your donation/s and complete tax receipt/s.

Purpose	How we may use your personal information
Engage with you as a student, scholarship recipient, volunteer or employee	To enable you to access and use our website and services and to contact and communicate with you.
Manage our operations and improve the delivery of our programs	To operate, protect, improve and optimise the website, our scholarship program and donor, student and volunteer experiences, such as to perform analytics, conduct research, for advertising and marketing, and to maintain relationships with our employees, contractors, scholarship recipients and their families, donors and other stakeholders. To carry out our general business operations and activities.
Promotional activities	To administer events, rewards, surveys, contests, or other promotional activities sponsored or managed by us.
Comply with legal obligations and manage risk and compliance	To comply with laws and assist government or law enforcement agencies where we are required or authorised to do so. To manage our security and risks, such as managing and monitoring access and use of physical properties, investigating health and safety incidents and supporting the management of our information security and network processing.
Engage with our delivery partners and supporters	We may share your personal information with our delivery partners and supporters in the course of running our Foundation (including where those entities may support our Foundation's functions).
Information collected for recruitment or employment purposes	If individuals apply for a role or position with us, to determine whether to make an offer of employment or engage individuals under a contract including to contact individuals when we may need to tell them something important about the prospective employment/engagement or make a request for additional information.
Direct marketing	From time to time, we may also use or disclose your personal information to tell you about scholarship offerings, success stories and Foundation events but we will stop if you ask us to. You can opt out of receiving marketing material from us by (as applicable): • selecting 'unsubscribe' on the relevant marketing communication; • following the prompts in the relevant marketing communication; or • contacting us using the contact information at the bottom of this policy.

Purpose	How we may use your personal information
	We may contact you by various means, including by mail, telephone, email, SMS or other electronic means, such as through social media or targeted advertising.
Other purposes	We may also use personal information for any other purposes identified at the time of collecting personal information, for any other purposes for which you have provided your consent, or if there is another lawful basis for doing so.

To whom do we disclose personal information?

We may share your personal information with the parties identified in the table below.

Type of party	Description
Parents or Guardians	If you are under 18 years of age, we may contact your parent or guardian to request information about you, invite you to events, and share information to facilitate your interactions with us.
Universities and schools of scholarship recipients	We disclose the outcome of scholarship applications to schools and universities and details about offsite event attendance.
Third parties	Third party service providers and our delivery partners (including providers and other charitable organisations with whom we partner or otherwise cooperate with).
Our donors and supporters	This includes companies and individuals who fund a scholarship, partners and donors.
Authorised third parties	This includes: - specific third parties authorised by you to receive information held by us; or - third parties authorised to receive information held by us, such as your employer or a referee.
Government agencies, law enforcement and regulators	This includes government agencies, regulatory bodies, law enforcement agencies, or any other person as required, authorised or permitted by law.

Type of party	Description
Verifiers	Third parties that assist in verifying information about you, including: • your doctor, to verify your medical history and/or fitness to work; • your employer, to verify your employment status or performance; or • other third parties (recruiters, previous employers, referees and CV checking agencies) that we may use to conduct background and ID checks and/or who can assist us in our assessment of your suitability for a role.

If you are a scholarship applicant or recipient, we may disclose your personal information through our publications and/or website for the purposes of sharing your stories with our staff, donors and the community generally to raise awareness of the Foundation and for fundraising. If you are a student, we will only disclose your personal information in accordance with our Child Safe Policy ([available at gofoundation.org.au](https://gofoundation.org.au)), as well as this Privacy Policy. Our Child Safe Policy also sets out further rules about when photographs and videos of children and young people may be taken and used, including requirements for parent, carer or guardian permission. If you are under 18 years of age, whenever we use images or refer to students in our media, we only ever use a maximum of two identifiers to identify you. For example, we will only use your first name, or if you are in school uniform, we will not identify your school year or surname.

Using the website and cookies

We may collect personal information about you when you use and access this website. While we do not use browsing information to identify you personally, we may record certain information about your use of this website, such as which parts of the website you visit, the time and date of your visit and the internet protocol address assigned to your computer.

We may also use 'cookies' or other similar tracking technologies on the website that help us track your use of this website and remember your preferences. Cookies are small files that store information on your computer, TV, mobile phone or other device.

They enable the entity that put the cookie on your device to recognise you across different websites, services, devices and/or browsing sessions. You can disable cookies through your internet browser but the website may not work as intended for you if you do so.

We may also use cookies to enable us to collect data that may include personal information. For example, where a cookie is linked to your account, it will be considered personal information under the Privacy Act. We will handle any personal information collected by cookies in the same way that we handle all other personal information as described in this privacy policy.

Disclosure of personal information outside Australia

Any personal information published on the Foundation's website (for example, information regarding scholarship recipients and their stories) may be viewed by individuals who access our website in countries outside Australia. We may also disclose information to third party service providers who are based overseas, including in Japan and the United States.

CCTV

We operate CCTV cameras at our office premises. Footage and still images capturing identifiable individuals (including staff, students, donors, and visitors) is collected. Where the building owner also operates CCTV independently, individuals should refer to the building owner's privacy policy. At events held at third-party venues, CCTV may be operated by the venue; we are not responsible for that footage and individuals should refer to the relevant venue operator's privacy policy.

Security

We regard the security of your personal information as a priority and implement a number of reasonable steps to protect your personal information from misuse, interference and loss, as well as unauthorised access, modification or disclosure, including physical and electronic measures to protect it. However, we cannot guarantee the security of your personal information.

Links

This website may contain links to websites operated by third parties. Those links are provided for convenience and may not remain current or be maintained. Unless expressly stated otherwise, we are not responsible for the privacy practices of, or any content on, those linked websites, and have no control over or rights in those linked websites. The privacy policies that apply to those other websites may differ substantially from the Foundation's privacy policy, so we encourage individuals to read them before using those websites.

Direct marketing

You can unsubscribe or opt-out of receiving direct marketing communications or us using your personal information for direct marketing at any time. You can do this by (as applicable):

- selecting 'unsubscribe' on the relevant marketing communication;
- following the prompts in the relevant marketing communication; or
- contacting us using the contact information at the bottom of this policy.

We will action your unsubscribe or opt-out as soon as reasonably practicable and in any event within any mandatory periods required by law. In some circumstances you may continue to receive marketing communications during this period while we action your opt-out.

Accessing or correcting your personal information

You have rights under the Privacy Act to:

- request access to personal information we hold about you; and
- ask us to update or correct any information that is inaccurate, incomplete or outdated.

You can do any of these things by contacting us using the contact details set out at the end of this privacy policy. We try to make your information available within a reasonable period after you ask us for it.

We may also need to verify your identity when you request your personal information. Depending on the information you want to access, where it is stored and the time it will take us to respond to your request for access, we may charge you a reasonable fee for the administrative cost of providing the information to you. If you believe that your

personal information held by us is inaccurate, incomplete, misleading, irrelevant or out of date, please contact us and we will take reasonable steps to ensure that it is corrected.

Sometimes, we may not be able to provide you with access to all of your personal information and, where this is the case, we will tell you why.

Making a complaint

You may make a complaint about our handling of your personal information, including if you think we have breached the Privacy Act, by contacting us in writing, by mail or email, to the address set out at the end of this privacy policy.

We will acknowledge your complaint and respond to you regarding your complaint within a reasonable period of time. If you are not satisfied with the outcome of any internal investigation we conduct, you may lodge a complaint with the Office of the Australian Information Commissioner (OAIC) at enquiries@oaic.gov.au or on 1300 363 992. More information is available on the OAIC's website at <https://www.oaic.gov.au/>.

Contact Us

For further information about our privacy policy or practices, to access or correct your personal information, or make a complaint, please contact us using the details below:

Telephone: 02 9339 9191

Email: info@gofoundation.org.au

Post: PO Box 173, Paddington NSW 2021