



ASP

FIGHT FOR CHANGE

A UNION... FOR YOU

Privacy Policy Australian Union for Fitness Professionals (AUFPP):

Privacy Policy

Introduction

The Australian Union for Fitness Professionals (AUFPP) collects personal information to conduct its operations, uphold the objectives of the union, and protect and advance the rights and interests of AUFPP members. AUFPP operates in industrial, political, legal, and social contexts to support fitness professionals.

AUFPP is committed to protecting your privacy and providing you with relevant information and services. AUFPP complies with the **Privacy Act 1988 (Cth)** (Privacy Act) and the **Australian Privacy Principles (APPs)**. This Privacy Policy should be read in conjunction with the Privacy Act and the APPs.

This policy also applies to personal information AUFPP collects from any third party about you.

Personal Information AUFPP Collects, Holds, Uses, and Discloses

AUFPP collects, holds, uses, and discloses personal information for the following purposes:

- Membership management and services.
- Workplace campaigning, representation, and recruitment.
- Industrial, political, legal, and social campaigns consistent with the union's objectives.
- Provision of other services, including workplace representation and professional advocacy.

The type of personal information AUFPP collects may vary. Upon joining AUFPP, members provide personal details such as name, address, contact information, qualifications, payment details, and other information relevant to membership records and union dues.

Members may also provide additional personal information if they seek assistance from the union for workplace or membership matters. This could include details about their employment, workplace issues, or other matters requiring representation.

AUFPP may also collect personal information from non-members during recruitment, campaigns, or other activities.

By providing personal information to AUFPP, individuals consent to the treatment of their personal information in accordance with this policy. AUFPP may collect sensitive information, such as trade union membership, health information, or political affiliations, where it relates to the union's activities and with the individual's consent.

Personal information may be collected through emails, surveys, meeting attendance sheets, petitions, social media, or publicly available sources.

Disclosure of Personal Information

In some cases, AAFP may disclose personal information to other organisations, such as:

- When required or authorised by law.
- Organisations contracted to perform work on AAFP's behalf, such as IT providers, print services, or mail distribution providers.

Website Privacy

AAFP websites collect two types of information:

Anonymous Information

The first type of information is anonymous and collected for statistical purposes, such as:

- User's server address and domain name.
- Date and time of website visits.
- Pages accessed and documents downloaded.
- Referring websites.
- Browser type.

AAFP's website includes a **public space** (accessible to all users) and a **secure member-only space**, which requires a password. No attempt is made to identify users accessing the public space, except where required by law enforcement agencies.

To assist members with accessing the secure site, AAFP may identify a member's most recent login but will not track browsing activities unless required by law enforcement.

Cookies and Automated Data Collection

The website uses cookies and tracking pixels to improve user experience and track anonymous data (e.g., session tracking and login activity). Third parties, such as Facebook, may use these technologies to deliver targeted advertisements. No personal information is shared through these pixels.

Users can disable cookies in their browser settings, but doing so may limit access to certain website features.

Quality of Information

AAFP takes reasonable steps to ensure personal information is accurate, up-to-date, and complete when collected, used, or disclosed.

Security of Personal Information

AUFP stores personal information in two forms:

- **Paper-based files:** Stored securely.
- **Electronic records:** Secured in password-protected systems.

Staff are trained to ensure personal information is stored securely and managed in accordance with privacy laws.

Openness

This Privacy Policy is available on the AUFP website. Copies can be provided upon request.

Access to Personal Information

Individuals may request access to their personal information held by AUFP. Access may only be restricted if:

- It poses a serious threat to an individual's health, safety, or public safety.
- It impacts the privacy of others.
- The request is frivolous or vexatious.
- The information relates to legal proceedings or negotiations.
- Access would be unlawful or otherwise restricted by law.

AUFP will respond to requests for access within a reasonable timeframe. If access is denied, reasons will be provided, and individuals will be informed of complaint mechanisms.

Requests for access can be made by contacting contact@aufp.org.au.

Correction of Personal Information

If AUFP holds inaccurate, incomplete, or outdated personal information, individuals may request corrections. AUFP will respond within a reasonable timeframe and, if a correction is refused, provide reasons and complaint mechanisms.

Identifiers

AUFP may record employer-provided identifiers (e.g., employee numbers) for payroll deductions but does not adopt these as its own identifiers.

Anonymity and Pseudonymity

AUFP respects requests for anonymity or pseudonymity, where practical.

Cross-Border Disclosures

Personal information provided to AUFP may be stored on third-party servers, including cloud services located outside Australia. For example, AUFP's website may be hosted on servers based in the United States. AUFP takes reasonable steps to ensure third-party providers comply with the APPs.

Direct Marketing

AUFP may use personal information for direct marketing (e.g., events, services, or campaigns relevant to members). Individuals can opt out of marketing communications by contacting contact@aufp.org.au.

Complaints Handling

AUFP takes privacy complaints seriously and will address them promptly and confidentially. Complaints should initially be directed to the relevant AUFP employee or official. If unresolved, complaints can be escalated to the Secretary or their delegate for investigation.

If the issue remains unresolved, individuals may contact the Office of the Australian Information Commissioner (OAIC).

Policy Updates

This Privacy Policy may be updated periodically. The most recent version will always be available on the AUFP website.

Contact Information

For questions, complaints, or access to personal information, please contact:

Email: contact@aufp.org.au