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NSW SPORTING INJURIES

6th December 2025

SPORTING INJURIES INSURANCE ACT, 1978

Order of Declaration under Section 5

In pursuance of Section 5 of the Sporting Injuries Insurance Act, 1978, I declare by this order

Cameron Park Nepalese Football Club

to be a sporting organisation, for the purposes of the provisions of the Act, in respect of the activity of Soccer (Football)

Kristy Canning
General Manager
Service Operations WC

Date: 6 December 2025

NSW SPORTING INJURIES

1st February 2026

SPORTING INJURIES INSURANCE ACT, 1978

Order of Declaration under Section 5

In pursuance of Section 5 of the Sporting Injuries Insurance Act, 1978, I declare by this order

Ballina 6's

to be a sporting organisation, for the purposes of the provisions of the Act, in respect of the activity of Soccer (Football)

Kristy Canning
General Manager
Service Operations WC

Date: 1 February 2026

NSW SPORTING INJURIES

1st February 2026

SPORTING INJURIES INSURANCE ACT, 1978

Order of Declaration under Section 5

In pursuance of Section 5 of the Sporting Injuries Insurance Act, 1978, I declare by this order

Highlands Soccer Association Inc

to be a sporting organisation, for the purposes of the provisions of the Act, in respect of the activity of Soccer (Football)

Kristy Canning
General Manager
Service Operations WC

Date: 1 February 2026



Anti-Discrimination Act 1977

EXEMPTION ORDER

1. Under the provisions of section 126 of the Act but for the purposes only of meeting the Applicants' legal obligations pursuant to the Security Requirements, the Applicants are granted an exemption from sections 8, 10, 51 and 52 of the Act to the extent necessary to permit the Applicants to do the following:

Applicants for employment

- (a) Inform applicants for employment or contract work in roles which will require access to controlled material and are subject to permits, licences, approvals or agreements made under US and Australian import and export control laws that they may be adversely affected by ITAR and EAR controls if they:
 - (i) are not an Australian citizen; or
 - (ii) hold, or have held, dual nationality and/or citizenship from proscribed countries for the purposes of Security Requirements; or
 - (iii) have substantive contacts with proscribed countries for the purposes of Security Requirements;

Request for information about nationality

- (b) Request information from prospective personnel who perform work on the Applicants' premises or offsite and who are subject to the Applicants' control and direction for positions related to projects which use Controlled Material, in relation to prospective citizenship, previous citizenships, race or nationality, or substantive contacts where such contacts are affiliated with countries proscribed by section 126.1 of ITAR, provided the request for information is limited to information for determining whether an application for authorisation would be required to allow the prospective personnel to have access to Controlled Material and whether in the Applicants' reasonable judgment that application would have significant prospects of success;

Use of nationality information

- (c) Impose a condition on any offer of employment in roles which are likely to require access to Controlled Material that an applicant for those roles must, pursuant to ITAR, be authorised to access that Controlled Material, whether pursuant to an individual approval obtained from the US Department of State or otherwise;
 - (d) Take into account citizenship, previous citizenships, race or nationality, or substantive contacts of personnel where such contacts are affiliated with countries proscribed by section 126.1 of ITAR in determining whether those personnel may be offered a role or allocated work that involves access to Controlled Material;
 - (e) Maintain records of the nationalities, citizenships and substantive contacts of personnel who have or may have access to Controlled Material;
 - (f) Require personnel involved in projects which access Controlled Material to notify the Applicants of any change to their citizenship status or substantive contacts;
 - (g) Restrict access to Controlled Material to particular personnel based on their citizenship, previous citizenships, race or nationality, or substantive contacts where such contacts are affiliated with countries proscribed by section 126.1 of ITAR;
 - (h) Record information relating to security clearances granted to personnel who are under the control and direction of the Applicants in relation to work requiring access to Controlled Material;
 - (i) Impose limitations or prohibitions on access to Controlled Material on persons not authorised to access the Controlled Material;
 - (j) Maintain records of the nationalities of persons who have or will have access to Controlled Material, with distribution limited to only those persons with a need to know, for the purposes of determining their ability to participate in a particular engagement;
 - (k) Establish security systems and access protocols that will prevent the unauthorised export or transfer (including re-export or re-transfer) of Controlled Material provided that any access protocols established should not result in the identification of a person's citizenship or country of birth;
2. This exemption applies only to the Applicants' conduct where:
- (a) it is necessary to enable the Applicants to obtain and maintain US export licences and approvals or to perform contractual obligations which involve access to Controlled Material;
 - (b) the Applicants have taken all steps reasonably available to avoid engaging in conduct which would otherwise be in breach of sections 8, 10, 51 and 52 of the Act, including:
 - (i) reliance on ITAR exemptions, exceptions or other provisions, including section 126.18 of ITAR, where applicable;

- (ii) where personnel are nationals or dual nationals of a country not approved for access to Controlled Material, then the Applicants will either request the US Department of State, or request the relevant export license holders to request the US Department of State to amend the relevant export licences to enable those personnel to have access to Controlled Material, unless the Applicants, on reasonable grounds, determine that either:
 - (A) the personnel are not the best candidate for the relevant position; or
 - (B) such an application does not have significant prospects of success,
- 3. Where, pursuant to this exemption, the Applicants wish to reserve the right to make a conditional offer of employment in relation to a position which will or may involve access to Controlled Material, any advertisement, invitation for expressions of interest, or other promotional information referring to the position must include the information that:
 - (a) the position will or is likely to require access to Controlled Material and that any individual occupying the position must be able to satisfy ITAR-based requirements which may require specific authorisation for that individual to access Controlled Material; and
 - (b) if a candidate for the position is concerned as to whether or not they will satisfy the requirement in (a) above, the candidate should contact a nominated member of the Applicants personnel who is able to provide relevant information, including information about the scope of the exemption and the candidate's individual rights.
- 4. The Applicants are required to advise Anti-Discrimination NSW every 6 months over the period specified in this Order, of:
 - (a) The steps they have taken to comply with all the above conditions, including:
 - (i) the number of job applicants rejected for ITAR purposes, including those subsequently appointed to other roles within each reporting period;
 - (ii) the number of employees retrenched or redeployed due to ITAR requirements and any steps taken to minimise retrenchment or redeployment, and any steps taken generally to mitigate the impact of the Applicant's responsibility under ITAR on the deployment of its workforce within each reporting period;
 - (iii) the number of vacancies advertised within each reporting period, including the number of such vacancies where candidates were required to satisfy ITAR related requirements.
 - (b) The implementation and compliance generally with the terms of this Exemption Order.
- 5. This Exemption is granted for a period of 5 years.
- 6. In addition to the above conditions the Applicant is required to:

- (a) produce comprehensive anti-discrimination policies governing all aspects of the work and workforce, including management, and with particular regard to race discrimination, vilification and harassment and victimisation;
- (b) establish concise and comprehensive dispute resolution and grievance procedures to receive, investigate and resolve discrimination complaints and grievances and, in particular, those relating to race discrimination, vilification and harassment and victimisation;
- (c) implement training programs, including at induction, to ensure that all members of the Applicant's workforce, including management, are fully informed of their rights and obligations under such policies and procedures, particularly with regard to issues of race discrimination, vilification, harassment and victimisation;
- (d) ensure that all members of the workforce, including management, receive regular education and training in issues of discrimination, particularly race discrimination, vilification, harassment and victimisation;
- (e) take steps to fully inform the workforce, including management, of their rights under the Anti-Discrimination Act 1977 (NSW) and, in particular, but not limited to, the complaints procedure under the Anti-Discrimination Act 1977 (NSW) and to ensure that all members of the workforce, including management, are aware of the rights of aggrieved persons to take their complaints to Anti-Discrimination NSW and through the New South Wales Civil and Administrative Tribunal;
- (f) take steps to fully inform the workforce, including management, of the requirements of, and their rights and obligations under, the Racial Discrimination Act 1975 (Cth);
- (g) notify Anti-Discrimination NSW if the discriminatory terms and provisions of the relevant US legislation and/or Regulations are repealed or become inoperative, so that this Exemption Order may be revoked or amended.

7. In this Exemption Order:

- (a) "**Act**" means the Anti-Discrimination Act 1977;
- (b) "**Applicants**" mean Leidos Australia Pty Ltd (ACN 612 590 155) and Gibbs & Cox (Australia) Pty Ltd (ACN 114 790 260), or each of them individually as the context requires;
- (c) "**Controlled material**" means material (including equipment, technology, articles and services) and information (including classified or sensitive information and technical data) to which the Security Requirements apply;
- (d) "**EAR**" means the Export Administration Regulations of the US;
- (e) "**ITAR**" means the International Trafficking in Arms Regulations of the US;
- (f) "**Personnel**" means the current and prospective workforce of the Applicants, including employees, contract workers, employees of contractors and candidates or applicants for these roles;

- (g) **"Security Requirements"** means any of the following:
 - (i) requirements of Australian or US laws, including but not limited to ITAR and EAR, including requirements of any permit, licence or approval granted, or agreement made, under those laws;
 - (ii) contractual requirements applying to the Applicant and relating to any of the requirements mentioned in subparagraph (i) above;
- (h) **"US"** means United States of America.

Date: 4 February 2026



Chris D'Aeth
Acting President
Anti-Discrimination NSW

ASSOCIATIONS INCORPORATION ACT 2009

Cancellation of Registration pursuant to Section 74

TAKE NOTICE that the registration of the following associations is cancelled by this notice pursuant to section 74 of the Associations Incorporation Act 2009.

HIW GROUP INCORPORATED	INC9891518
LAVINGTON NORTH ALBURY & DISTRICT SENIOR CITIZENS CLUB INC	Y1657019
NEW ENGLAND BACH FESTIVAL INCORPORATED	INC9878943
PROBUS CLUB OF GLEN SEVERN INCORPORATED	INC9888161
SOUTH WEST ROCKS AGED CARE INCORPORATED	INC9882452
WAY CHURCH INCORPORATED	Y2218144

Cancellation is effective as at the date of gazettal.

Dated this 4th day of February 2026.

Megan Green
Delegate of the Commissioner

NSW Fair Trading