Whistleblowers Policy

Document Control	
Policy	Whistleblowers Policy
Version	6.0
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Document Owner	Principal
Document Authoriser	Lourdes Hill College Board

1. POLICY SUMMARY

Policy title	Whistleblowers Policy
Purpose	This policy establishes the College's framework for receiving, assessing, managing and investigating eligible whistleblower disclosures.
Scope	This policy applies to eligible whistleblowers in relation to the College, including current and former officers, employees, suppliers and their employees, associates, and specified relatives and dependants.
Policy category	Governance / Risk / Compliance / People and Culture
Audience	Board members, officers, employees, contractors, suppliers, volunteers and other eligible whistleblowers
Status	Approved
Policy owner	Principal
Approval authority	Lourdes Hill College Board
Effective date	September 2026
Review cycle	24 months
Next review date	September 2028
Supersedes	Version 5.1

2. PURPOSE

This policy outlines how whistleblower disclosures will be managed by Lourdes Hill College (LHC, College) in accordance with the whistleblower protection provisions of the *Corporations Act 2001*. The College adopts this policy to support compliance, good governance and a safe speak-up culture.

3. SCOPE

This policy applies to all eligible whistleblowers in relation to the College, including current and former officers and employees, suppliers and their employees, associates, and specified relatives and dependants of those individuals.

4. DEFINITIONS

Term	Definition
Detriment	Loss, damage, injury or disadvantage caused or threatened because a person made, may have made, proposes to make or could make a protected disclosure.
Disclosable matter	Information the discloser has reasonable grounds to suspect concerns misconduct or an improper state of affairs or circumstances in relation to the

	College or otherwise concerns conduct covered by the whistleblower provisions of the Corporations Act 2001.
Discloser	An individual who makes, or seeks to make, a disclosure under this policy.
Eligible recipient	A person authorised by law to receive a protected disclosure, including an officer or senior manager of the College, an internal or external auditor or actuary, or another person authorised by the College.
Eligible whistleblower	An individual who is or has been an officer or employee of the College, a supplier of goods or services to the College or an employee of such a supplier, an associate of the College, or a specified relative or dependant of any of those individuals.
Emergency disclosure	A disclosure to a journalist or parliamentarian that satisfies the statutory conditions for an emergency disclosure, including a prior disclosure to ASIC or another prescribed Commonwealth body and reasonable grounds to believe the information concerns a substantial and imminent danger to health, safety or the natural environment.
Personal work-related grievance	A grievance about the discloser's current or former employment that has implications for the discloser personally but does not have significant implications for the College or relate to conduct concerning a disclosable matter.
Protected disclosure	A disclosure that qualifies for protection under the whistleblower provisions of the Corporations Act 2001.
Public interest disclosure	A disclosure to a journalist or parliamentarian that satisfies the statutory conditions for a public interest disclosure, including a prior disclosure to ASIC or another prescribed Commonwealth body and the applicable notice and waiting-period requirements.
Senior manager	A senior executive, other than a director or company secretary, who makes or participates in decisions affecting the whole or a substantial part of the College's business, or who has capacity to significantly affect its financial standing.
Stopline	The independent reporting service appointed by the College to receive and manage disclosures, including anonymous disclosures, and refer them to authorised College representatives for assessment and action.

5. POLICY STATEMENT

This policy aims to promote a safe speak-up culture, encourage and protect eligible whistleblowers, ensure disclosures are handled promptly and appropriately, and deter wrongdoing.

6. PRINCIPLES

The policy is to apply with reference to the following underlying principles

a) Accessible for all persons

b) applicable secure reporting channels

c) confidentiality and protection from detriment

d) prompt, impartial and proportionate assessment and investigation

e) procedural fairness for all persons involved

f) appropriate support and communication for disclosers

g) compliance with law and the College's governance obligations.

7. ELIGIBLE WHISTLEBLOWERS

An eligible whistleblower is an individual who is, or has been, any of the following in relation to the College:

a) an officer or employee

b) a supplier of services or goods to the College (whether paid or unpaid), including their employees

c) an associate of the College

d) a relative, dependant or spouse of any of the above.

A discloser qualifies for protection as a whistleblower under the *Corporations Act 2001* if they are an 'eligible whistleblower' in relation to the college and:

a) they have made a disclosure of information relating to a 'disclosable matter' directly to an 'eligible recipient' or to the Australian Securities and Investments Commission (ASIC) or another Commonwealth body prescribed by regulation

b) they have made a disclosure to a legal practitioner for the purposes of obtaining legal advice or legal representation about the operation of the whistleblower provisions in the *Corporations Act 2001*

c) they have made an 'emergency disclosure' or 'public interest disclosure'.

8. MATTERS COVERED BY THE POLICY

A discloser does not need to prove the allegations in a disclosure to qualify for protection. However, the discloser must have reasonable grounds to suspect that the information concerns a disclosable matter. A disclosure that proves to be incorrect may still qualify for protection, but a person who knowingly makes a false disclosure may be subject to disciplinary or other appropriate action.

Disclosable matters involve information that the discloser has reasonable grounds to suspect concerns misconduct, or an improper state of affairs or circumstances[1], in relation to:

a) The college

b) a related body corporate of the College.

Disclosable matters also involve information about LHC or related body corporate, if the discloser has reasonable grounds to suspect that the information indicates these entities (including their employees or officers) have engaged in conduct that:

a) constitutes an offence against, or a contravention of, a provision of any of the following:
   i. The *Corporations Act 2001*
   ii. the Australian Securities and Investments Commission Act 2001
   iii. the *Banking Act 1959*
   iv. the *Financial Accountability Regime Act 2023*
   v. the *Financial Sector (Collection of Data) Act 2001*
   vi. the *Insurance Act 1973*
   vii. the *Life Insurance Act 1995*
   viii. the *National Consumer Credit Protection Act 2009*

ix. the *Superannuation Industry (Supervision) Act 1993*

x. an instrument made under any of the above Acts.

b) constitutes an offence against any other law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more

c) represents a danger to the public or the financial system

d) is prescribed by regulation.

Examples of disclosable matters include:

a) illegal conduct, such as theft, dealing in, or use of illicit drugs, violence or threatened violence, and criminal damage against property

b) fraud, money laundering or misappropriation of funds

c) offering or accepting a bribe

d) financial irregularities

e) failure to comply with, or breach of, legal or regulatory requirements

f) engaging in or threatening to engage in detrimental conduct against a person who has made a disclosure or is believed or suspected to have made or be planning to make a disclosure.

g) Where a disclosure raises a child protection or safeguarding concern, the College will immediately apply the relevant mandatory reporting and safeguarding requirements. Those obligations operate alongside this policy and are not displaced by the whistleblower process.

9. MATTERS NOT COVERED BY THIS POLICY

Disclosures that relate solely to personal work-related grievances, and that do not relate to detriment or threat of detriment to the discloser, do not qualify for protection under the *Corporations Act 2001*.

Concerns relating to child protection, safeguarding, complaints, reportable conduct or other employment grievances that do not qualify as protected disclosures will be managed under the relevant College policy, procedure or mandatory reporting framework.

Personal work-related grievances are those that relate to the discloser's current or former employment and have, or tend to have, implications for the discloser personally, but do not:

a) have any other significant implications for the College (or another entity)

b) relate to any conduct, or alleged conduct, about a disclosable matter as set out above.

Examples of grievances that may be personal work-related grievances include:

a) an interpersonal conflict between the discloser and another employee

b) decisions that do not involve a breach of workplace laws:

i. about the engagement, transfer or promotion of the discloser

ii. about the terms and conditions of engagement of the discloser

iii. to suspend or terminate the engagement of the discloser, or otherwise to discipline the discloser.

10. PROVIDING ADVICE ON OR RECEIVING A DISCLOSURE

A disclosure may be made to:

a) the Principal, a Director, the Company Secretary or another senior manager of the College
b) the College's auditor, audit team or actuary
c) an authorised College recipient or Stopline.

Disclosures to a legal practitioner for the purposes of obtaining legal advice or legal representation in relation to the operation of the whistleblower provisions in the *Corporations Act 2001* are protected (even in the event the legal practitioner concludes that a disclosure does not relate to a 'disclosable matter').

Disclosures of information relating to disclosable matters can be made to ASIC or another Commonwealth body prescribed by regulation and qualify for protection under the *Corporations Act 2001*. For example, see ASIC Information Sheet 239 *How ASIC handles whistleblower reports*.

11. PUBLIC INTEREST DISCLOSURES AND EMERGENCY DISCLOSURES

Public interest and emergency disclosures can only be made in limited circumstances and must satisfy specific statutory conditions. A person considering either type of disclosure should obtain independent legal advice before disclosing information to a journalist or parliamentarian.

A 'public interest disclosure' is the disclosure of information to a journalist or a parliamentarian, where:

a) at least 90 days have passed since the discloser made the disclosure to ASIC, or another Commonwealth body prescribed by regulation

b) the discloser does not have reasonable grounds to believe that action is being, or has been taken, in relation to their disclosure

c) the discloser has reasonable grounds to believe that making a further disclosure of the information is in the public interest

d) before making the public interest disclosure, the discloser has given written notice to the body to which the previous disclosure was made that:

   i. includes sufficient information to identify the previous disclosure

   ii. states that the discloser intends to make a public interest disclosure.

An 'emergency disclosure' is the disclosure of information to a journalist or parliamentarian, where:

a) the discloser has previously made a disclosure of the information to ASIC, or another Commonwealth body prescribed by regulation

b) the discloser has reasonable grounds to believe that the information concerns a substantial and imminent danger to the health or safety of one or more persons or to the natural environment

c) before making the emergency disclosure, the discloser has given written notice to the body to which the previous disclosure was made that:

   i. includes sufficient information to identify the previous disclosure

   ii. states that the discloser intends to make an emergency disclosure

d) the extent of the information disclosed in the emergency disclosure is no greater than is necessary to inform the journalist or parliamentarian of the substantial and imminent danger.

12. AUTHORISED OFFICEHOLDERS

A person who is the subject of a disclosure, has a conflict of interest, or may not be able to act impartially must not assess, investigate or determine the matter. The disclosure must instead be referred to another eligible recipient, the Board Chair, Stopline or an independent external investigator, as appropriate. Where a disclosure concerns the Principal, it must be referred to the Board Chair. Where it concerns the Board Chair, it must be referred to Stopline.

The College authorises the officeholders listed below to provide confidential advice and receive disclosures. Assessment, protection and investigation responsibilities may be assigned to other appropriately qualified and independent persons.

Role	Phone	Email
Principal	3399 8888	principal@lhc.qld.edu.au
Senior Deputy Principal – Head of School	3399 8888	jth@lhc.qld.edu.au
Company Secretary	3399 8888	companysecretary@lhc.qld.edu.au
Board Chair		boardchair@lgc.qld.edu.au

Alternatively, a disclosure can be made to the independent whistleblowing service provider, Stopline, who will receive and manage disclosures - see https://lhc.stoplinereport.com, phone 1300 30 45 50 or email lhc@stopline.com.au.

Disclosures of disclosable matters may also be made to the Australian Securities and Investments Commission (ASIC) or another Commonwealth body prescribed by regulation and may qualify for protection under the *Corporations Act 2001*. ASIC can be contacted on 1300 300 630.

13. HANDLING AND INVESTIGATING A DISCLOSURE

Each disclosure will be assessed to determine whether it falls within this policy and requires investigation. Determination will need to be made as to:

a) the nature and scope of the investigation;

b) the person(s) within and/or outside the College that should lead the investigation;

c) the nature of any technical, financial or legal advice that may be required to support the investigation;

d) the timeframe for the investigation.

It is acknowledged that an investigation may not be able to be undertaken if the discloser is not able to be contacted (e.g. if a disclosure is made anonymously and the discloser has refused or omitted to provide a means of contacting them).

Without the discloser's consent, information that is contained in a disclosure cannot be disclosed as part of an investigation process—unless:

a) the information does not include the discloser's identity;

b) the College removes information relating to the discloser's identity or other information that is likely to lead to the identification of the discloser (e.g. the discloser's name, position title and other identifying details);

c) it is reasonably necessary for investigating the issues raised in the disclosure.

Where the discloser can be contacted, the College will ordinarily acknowledge receipt as soon as possible. The disclosure will be assessed as soon as practicable to determine whether it falls within this policy and whether an investigation is required. The discloser will be advised of the assessment outcome and, where an investigation proceeds, will receive periodic updates at intervals appropriate to the nature and complexity of the matter. Any delay will be communicated where practicable.

The findings and outcome of an investigation will be documented and reported to the authorised decision-maker and any person responsible for governance oversight, subject to confidentiality and privacy requirements. Where the discloser can be contacted, the College will provide an appropriate outcome summary, although it may not disclose confidential information, personal information about another person, legal advice or the full investigation report.

A discloser may raise concerns about how their disclosure has been handled, a breach of confidentiality, inadequate protection from detriment, or an investigation process with the Principal, the Board Chair or Stopline, depending on the circumstances. The College will arrange an independent review where appropriate. A discloser may also seek independent legal advice or contact ASIC or another relevant regulator.

14. STOPLINE REPORTING SERVICE

Stopline is an independent reporting service that can be used to make a disclosure about suspected misconduct, improper conduct or other matters that may fall within the scope of this policy, including on an anonymous basis where permitted:

a) fraud, theft or other dishonest conduct

b) corrupt, unlawful or unethical conduct

c) serious breaches of College policy or procedure

d) conduct posing a risk to health, safety or the public

e) victimisation or detriment related to a disclosure

The Stopline service includes**:**

a) multiple reporting channels, including telephone, website, email, fax and mail

b) confidential intake and referral of disclosures to authorised College representatives for assessment and action

c) support for anonymous reporting and secure handling of disclosure information

Use of Stopline does not limit a person's ability to make a disclosure to an eligible recipient within the College or to an external regulator in accordance with this policy and applicable law.

15. HOW TO MAKE A DISCLOSURE

A disclosure may be made in person, by telephone, email or through Stopline. It may be made anonymously or confidentially, securely and outside normal business hours.

A discloser may remain anonymous while making a disclosure, over the course of the investigation and after the investigation is finalised. A discloser can refuse to answer questions that they feel could reveal their identity during follow-up conversations.

A discloser may choose to adopt a pseudonym for the purposes of their disclosure, and not use their true name. This may be appropriate in circumstances where the discloser's identity is known to their supervisor, and staff member receiving the disclosure, but the discloser prefers not to disclose their identity to others.

If a disclosure comes from an email address from which the person's identity cannot be determined, and

the discloser does not identify themselves in the email, it will be treated as an anonymous disclosure.

If the discloser has any concerns about making a disclosure to the College staff or Board Chair they should make a disclosure through Stopline.

16. FAIR TREATMENT OF PERSONS MENTIONED IN DISCLOSURES

The College will treat fairly any employee mentioned in, or the subject of, a protected disclosure by ensuring that:

a) disclosures are handled confidentially, when it is practical and appropriate in the circumstances

b) each disclosure is assessed and may be the subject of an investigation

c) the objective of an investigation is to determine whether there is enough evidence to substantiate or refute the matters reported

d) an employee who is the subject of a disclosure will be advised about:

   I. the subject matter of the disclosure as and when required by principles of natural justice and procedural fairness, and prior to any actions being taken—for example, if the disclosure is to be the subject of an investigation or if the disclosure is serious and needs to be referred to ASIC or the Federal Police

   II. the outcome of the investigation (but they will not be provided with a copy of the investigation report).

17. LEGAL PROTECTIONS FOR DISCLOSURES

A person cannot disclose the identity of a discloser or information that is likely to lead to the identification of the discloser (which they have obtained directly or indirectly because the discloser made a disclosure that qualifies for protection).

The exception to this is if a person discloses the identity of the discloser:

a) to ASIC or a member of the Australian Federal Police (within the meaning of the *Australian Federal Police Act 1979*)

b) to a legal practitioner (for the purposes of obtaining legal advice or legal representation about the whistleblower provisions in the *Corporations Act 2001*)

c) to a person or body prescribed by regulations

d) with the consent of the discloser.

A person can disclose the information contained in a disclosure without the discloser's consent if:

a) the information does not include the discloser's identity

b) the entity has taken all reasonable steps to reduce the risk that the discloser will be identified from the information

c) it is reasonably necessary for investigating the issues raised in the disclosure.

It is illegal for a person to identify a discloser, or disclose information that is likely to lead to the identification of the discloser, outside the exceptions listed above. A discloser may lodge a complaint about a breach of confidentiality, including to ASIC.

To ensure confidentiality:

a) all paper and electronic documents and other materials relating to disclosures are stored

securely

b) all information relating to a disclosure can only be accessed by those directly involved in managing and investigating the disclosure

c) only a restricted number of people who are directly involved in handling and investigating a disclosure are made aware of a discloser's identity or information that is likely to lead to the identification of the discloser

d) communications and documents relating to the investigation of a disclosure are not sent to an email address or to a printer that can be accessed by other staff

e) each person who is involved in handling and investigating a disclosure is reminded that they should keep the identity of the discloser and the disclosure confidential and that an unauthorised disclosure of a discloser's identity may be a criminal offence.

A person cannot engage in conduct that causes detriment to a discloser (or another person), in relation to a disclosure, if:

a) the person believes or suspects that the discloser (or another person) made, may have made, proposes to make or could make a disclosure that qualifies for protection

b) the belief or suspicion is the reason, or part of the reason, for the conduct.

In addition, a person cannot make a threat to cause detriment to a discloser (or another person) in relation to a disclosure. A threat may be express or implied, or conditional or unconditional. A discloser (or another person) who has been threatened in relation to a disclosure does not have to actually fear that the threat will be carried out.

Examples of detrimental conduct include:

a) dismissal of an employee;

b) injury of an employee in his or her employment;

c) alteration of an employee's position or duties to his or her disadvantage;

d) discrimination between an employee and other employees of the same employer;

e) harassment or intimidation of a person;

f) harm or injury to a person, including psychological harm;

g) damage to a person's property;

h) damage to a person's reputation;

i) damage to a person's business or financial position;

j) any other damage to a person.

A discloser (or any other employee or person) can seek compensation and other remedies through the courts if:

a) they suffer loss, damage or injury because of a disclosure

b) the College (or other entity) failed to prevent a person from causing the detriment.

A discloser is protected from any of the following in relation to their disclosure:

a) civil liability (e.g. any legal action against the discloser for breach of an employment contract, duty of confidentiality or another contractual obligation);

b) criminal liability (e.g. attempted prosecution of the discloser for unlawfully releasing information, or other use of the disclosure against the discloser in a prosecution (other than for

making a false disclosure)

c) administrative liability (e.g. disciplinary action for making the disclosure).

The protections do not grant immunity for any misconduct a discloser has engaged in that is revealed in their disclosure.

18. SUPPORT AND PRACTICAL PROTECTION FOR DISCLOSERS

The College will support disclosers and protect them from detriment by implementing:

a) processes for assessing the risk of detriment against a discloser and other persons (e.g. other staff who might be suspected to have made a disclosure) as soon as possible after receiving a disclosure

b) support services (including counselling or other professional or legal services)

c) strategies to help a discloser minimise and manage stress, time or performance impacts, or other challenges resulting from the disclosure or its investigation.

19. ROLES AND RESPONSIBILITIES

Role	Responsibilities
College Board	Approves this policy and oversees the effectiveness of the College's whistleblower framework, including material disclosures, systemic issues and significant risks, subject to confidentiality requirements.
Principal	Owns and implements the policy; ensures appropriate reporting channels, support, confidentiality and protection arrangements; determines escalation and investigation arrangements; and reports material matters to the Board without compromising a discloser's identity.
Eligible recipients	Receive disclosures, explain available protections and reporting options, promptly refer disclosures for assessment, preserve confidentiality, and avoid conduct that may cause or threaten detriment.
Whistleblower Protection Officer	Coordinates support and practical protections for the discloser, assesses and monitors the risk of detriment, maintains appropriate communication, and remains independent from the investigation where practicable.
Investigator	Conducts a fair, objective, confidential and appropriately scoped investigation; observes procedural fairness; maintains secure records; and reports findings to the authorised decision-maker.
Stopline	Provides an independent reporting service, receives identified or anonymous disclosures through available channels, securely communicates with disclosers and refers matters to authorised College representatives.
All officers, employees, contractors and volunteers	Comply with this policy, maintain confidentiality, cooperate with authorised processes, refrain from causing or threatening detriment, and promptly seek advice if they receive or become aware of a possible protected disclosure.

20. BREACHES OR NON-COMPLIANCE

Suspected breaches of this policy must be reported to the Principal, the Board Chair, Stopline or another eligible recipient, depending on the circumstances and any conflict of interest. Breaches may include unauthorised disclosure of a discloser's identity, failure to preserve confidentiality, causing or threatening detriment, obstructing a disclosure or investigation, failing to refer a disclosure appropriately, or otherwise failing to comply with this policy. A breach may result in disciplinary action, termination of employment or engagement, referral to a regulator or law enforcement agency, or other action permitted by law.

21. RELATED LEGISLATION, REGULATIONS AND STANDARDS

Reference	Relevance to this policy
Corporations Act 2001 (Cth), Part 9.4AAA	Establishes the corporate whistleblower regime, including eligibility, protected disclosures, eligible recipients, confidentiality, protection from detriment, remedies and policy requirements.
ASIC Regulatory Guide 270: Whistleblower policies	Provides guidance on establishing, implementing and maintaining a compliant and effective whistleblower policy.
ASIC Information Sheet 238: Whistleblower rights and protections	Explains who may qualify for protection, the types of protected disclosure and the statutory protections available.
Privacy Act 1988 (Cth) and Australian Privacy Principles	Supports lawful, secure and appropriately limited collection, use, disclosure and storage of personal information associated with disclosures and investigations.
Fair Work Act 2009 (Cth)	May apply to employment-related protections, workplace rights and adverse action arising in connection with disclosures or related employment matters.
Public Interest Disclosure Act 2010 (Qld)	May apply where a disclosure is made to a Queensland public sector entity or concerns conduct within the scope of the Queensland public interest disclosure regime; it does not replace the Corporations Act framework in this policy.

22. RELATED POLICIES, PROCEDURES AND SUPPORTING DOCUMENTS

Document	Relevance to this policy
Staff Code of Conduct and Ethics	Sets expected standards of integrity and conduct and assists in identifying suspected misconduct or improper affairs that may be disclosable.
Complaints Management Policy and Procedure	Provides the pathway for complaints and grievances that do not qualify as protected whistleblower disclosures.
Employee Grievance Procedure	Applies to personal work-related grievances that fall outside this policy, unless the matter also involves a disclosable matter or threatened detriment.
Child Protection and Safeguarding Policies and Procedures	Govern mandatory reporting, safeguarding and response obligations where a disclosure concerns a child or student; those obligations must be actioned immediately and are not displaced by this policy.
Privacy Policy and Data Breach Response Plan	Support secure handling of personal information and response to any actual or suspected unauthorised access, disclosure or loss involving whistleblower records.

Records Management Policy	Establishes requirements for secure creation, access, retention and disposal of disclosure and investigation records.
Risk Management Framework	Supports assessment of detriment risk, escalation of systemic issues and monitoring of material governance, conduct and compliance risks arising from disclosures.
Investigation Procedure	Guides fair, confidential, independent and procedurally sound assessment and investigation of matters raised under this policy.

23. MONITORING AND REVIEW

Minor administrative updates, including changes to role titles or contact details, may be made by the Principal provided they do not materially alter the operation of the policy and are reported through the College's policy governance process.

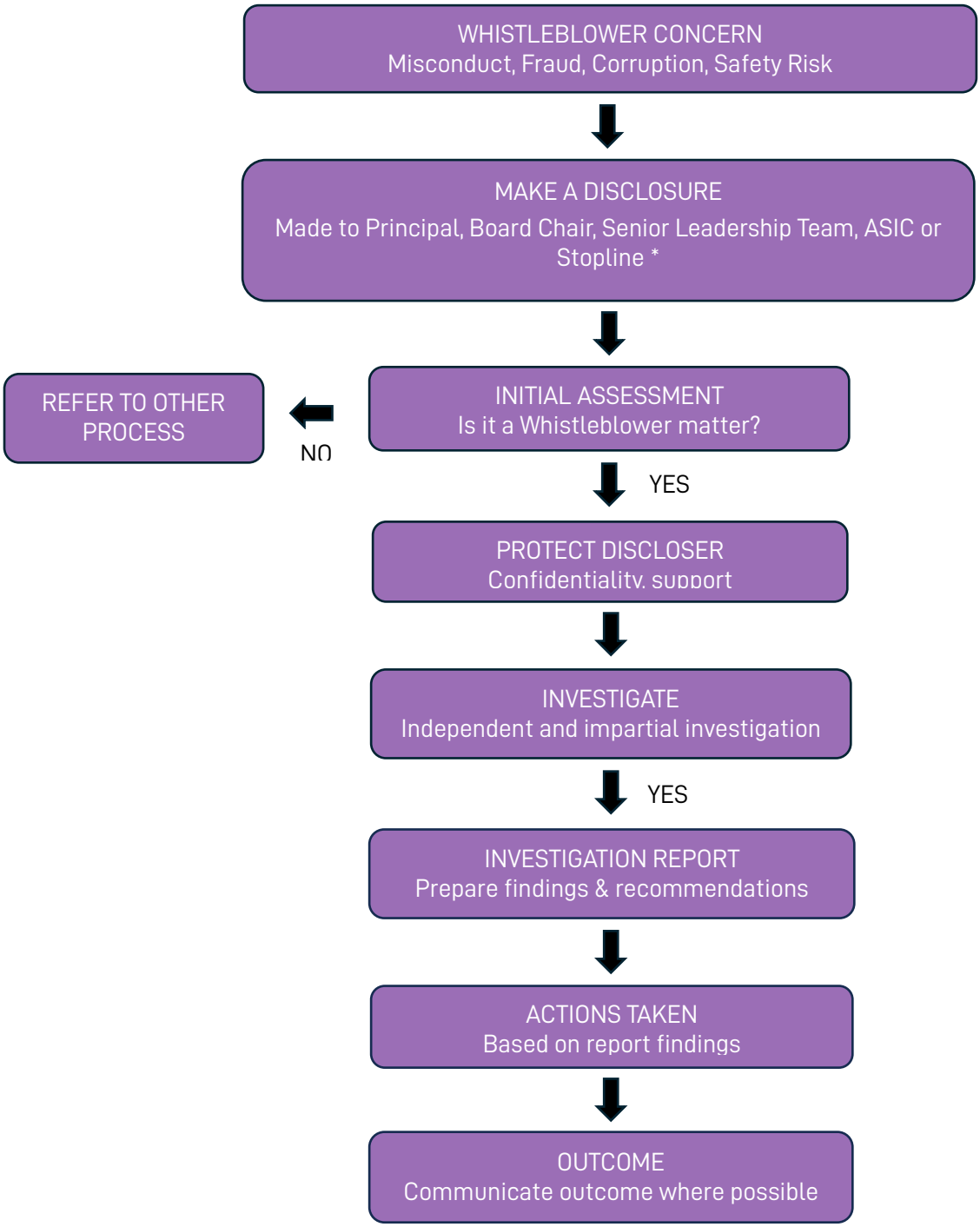
The next scheduled review is July 2028, but the review date will be brought forward following a material incident, a change in law or regulatory expectations, a change in College governance arrangements, or a recommendation arising from governance review.

24. VERSION CONTROL

Version	Date	Description
1.0	November 2019	Policy adopted by Executive.
1.1	March 2020	Policy approved by the Board.
2.0	December 2021	Policy reviewed and approved by the Board.
3.0	March 2023	Policy reviewed by the Governance and Risk Committee and approved by the Board.
4.0	March 2024	Policy reviewed by the Governance and Risk Committee.
4.1	June 2024	Policy approved by the Board.
5.0	June 2025	Policy amended and reviewed by the Governance and Risk Committee.
5.1	July 2025	Policy approved by the Board.
6.0	September 2026	Comprehensive review: updated stopline information, definitions, reporting channels, protections, responsibilities, legislative references and related documents. Approved by Governance and Risk Committee and Board.

LOURDES HILL COLLEGE

WHISTLEBLOWER COMPLAINT PROCESS FLOWCHART



*A disclosure can be made to the independent whistleblowing service, Stopline, who will receive and manage disclosures - ph 1300 304550 or email lhc@stopline.com.au. A disclosure can be anonymous.
A disclosure can also be made to Australian Securities and Investment Commission (ASIC) on 1300 300 630.
To contact Lourdes Hill College: LHC Principal principal@lhc.qld.edu.au or ph 33998888. Contact Board Chair boardchair@lhc.qld.edu.au.