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Every Australian state has different TAFE organisations and offers slightly different courses.

**The important thing to remember is that** when you want specific qualifications for a specific job, you want to study with a Registered Training Organisation (RTO).

RTOs are recognised as providers of quality assured and nationally recognised training and qualifications. They can offer students training and qualifications or state of attainment which are recognised across Australia and are accredited by industry and other educational institutions.

**Do not study with an RTO if your course may not be recognised by employers.**

There are currently around 1000 RTOs in Australia. A complete list of RTOs is available at [www.training.gov.au/Search/SearchOrganisation](http://www.training.gov.au/Search/SearchOrganisation)

For more information on available VET courses visit [www.myskills.gov.au](http://www.myskills.gov.au)

## Apprenticeships

Apprenticeships offer you the opportunity to study and earn money while undertaking TAFE education.

They are available to anyone of working age and offer opportunities to learn skills and be paid in order to do different jobs.

The Australian Apprenticeship Support Network (AASN) is your first point of contact for enquiries about apprenticeships.

The Australian Government contracts eleven AASN providers who deliver support services around the country nationally. You can search for one in your area.

[www.australianapprenticeships.gov.au/search!aasn](http://www.australianapprenticeships.gov.au/search!aasn)

**You cannot start an Australian Apprenticeship without an Australian Apprenticeship Support Network (AASN) provider.**



## Education

### Free apprenticeships?

Apprenticeships require you to pay a training fee, as you are also completing a qualification. Sometimes, specific Australian states have pathways that lower the cost, or offer free apprenticeships to young Australians (aged 17-24).

To check the available courses in your state, visit:

[www.myskills.gov.au/jobtrainer](http://www.myskills.gov.au/jobtrainer)

### Like the idea of an apprenticeship but have no idea what you want to do?

If you want to do an apprenticeship but are unsure of the type of course you want to do, Apprenticeship Pathways (AAP) has a “Find My Work Type” online tool that allows you to explore different options.

[www.aapathways.com.au/career-research/interest-explorer-page](http://www.aapathways.com.au/career-research/interest-explorer-page)

### Apprenticeship Central

Apprenticeship Central is an initiative created to promote apprenticeships and traineeships as a career path. It has some great online resources, and helps job seekers and employers to connect all over Australia.

For more information:

[www.apprenticeshipcentral.com.au](http://www.apprenticeshipcentral.com.au) & [www.busyatwork.com.au](http://www.busyatwork.com.au)

### Group Training Organisations

Some organisations hire apprentices and trainees, and place them with host employers. Group Training Organisations (GTOs) operate across Australia, with some specialising in particular industries, while others cover many.

GTOs complete employer duties, which include:

- selecting and recruiting apprentices and trainees
- paying wages, allowances, superannuation, workers compensation, sick/ holiday pay and other employment benefits
- managing the quality and continuity of training, both on and off the job
- providing any care and support the apprentices needs to complete their training.

For more information visit: [www.australianapprenticeships.gov.au/group-training](http://www.australianapprenticeships.gov.au/group-training)



## Education

### University

If you like to study and have completed your HSC or equivalent, you might want to pursue higher education and look at the options available at university.

University study begins at an 'undergraduate' level (Bachelor degree) and can then move on to further study at a 'postgraduate' level (Master's and Doctoral Degrees).

Australian institutions offer a wide range of courses – from science to management and commerce, humanities to engineering, and law to health sciences.

There are 43 universities in Australia. Each will have support available to assist a person living with a disability who wants to pursue further education.

Along with these universities, many other institutions offer higher education courses.

You can explore these here: [www.teqsa.gov.au/national-register](http://www.teqsa.gov.au/national-register)

### Community Colleges / Adult Education Classes

Adult Community Colleges (ACE) offer a wide variety of short courses, depending on where you live. They offer a range of opportunities to develop useful skills, from learning how to use Microsoft Office, how to design a website, do basic bookkeeping, how to cook, or even how to service your car. Adult Community Colleges can often help provide complimentary and supportive skills to help you reach your goals.

Find a college near you: [www.cca.edu.au/members](http://www.cca.edu.au/members)

### Supporting Students with a Disability

Universities (and most other education providers) are committed to providing a fair environment for students with conditions that impact on their ability to study and achieve success.

**Once you are registered for disability support, a Student Equity Officer can coordinate the implementation of reasonable adjustments and services determined during your interview.**

These will be outlined in your Learning Support Plan (LSP).

Further information about the different types of disability or long-term medical conditions, and their impacts upon the learning environments, is available at the: Australian Disability Clearinghouse Training website: [www.adcet.edu.au](http://www.adcet.edu.au)

### Government support while studying

There are various Centrelink support payments you may be eligible for when studying: [www.servicesaustralia.gov.au/individuals/students-and-trainees](http://www.servicesaustralia.gov.au/individuals/students-and-trainees)



## Education

### Youth Allowance for Students

This provides financial help if you're 18 to 24 and a student studying full time, or an Australian Apprentice.

If you have a recognised medical condition or disability that prevents you from studying fulltime, **a medical certificate provided to Centrelink can allow you to study part time and still receive financial support.**

### Austudy

Austudy provides financial help for full time students and Australian Apprentices aged 25 or older. The amount of Austudy you receive depends on how much you earn, and how much your assets are worth. [www.servicesaustralia.gov.au/individuals/services/centrelink/austudy](http://www.servicesaustralia.gov.au/individuals/services/centrelink/austudy)

### Abstudy

Abstudy provides financial help for Aboriginal or Torres Strait Islanders who are studying or undertaking an Australian Apprenticeship.

### Fares Allowance

This helps with travel costs between your permanent home and your place of tertiary study in Australia. This is especially useful if you must relocate to study.

### Student Start-up Loan

If you are an eligible higher education student, you can apply for a voluntary loan. It is available up to twice a year to assist with study expenses (for example, textbooks).

**Remember:** you can ask for assistance navigating all these issues because the impacts of FASD can make deciding the best way forward more difficult.

### Higher Education Loan Program (HELP)

HELP is a loan scheme that allows you to defer paying the fees for your study until you are earning a certain income after graduation.

The HELP loan scheme for TAFE is called VET-HELP, and for undergraduate and some postgraduate university courses it is called HECS-HELP. For all other postgraduate university courses, it is called FEE-HELP.

**This loan scheme is available as an option from your learning institution when you enrol in your course. Ask your learning institution for further details.**

If you want more information on HELP: [www.studyassist.gov.au/help-loans/hecs-help](http://www.studyassist.gov.au/help-loans/hecs-help)



## Employment

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Perhaps you are already working or have a good idea of what you want to do, and that's great! But if you don't, don't worry!

There are options for support when it comes to looking for work and for supporting you to keep working. Work schedules can take many forms: they can be casual, part time or full time, and have flexible hours or start times.

There are many options that can be tailored to best support you to meet your goals with work.

### **Government support while looking for work**

You may be eligible for various Centrelink payments when looking for work:

[www.servicesaustralia.gov.au/individuals/job-seekers](http://www.servicesaustralia.gov.au/individuals/job-seekers)

### **Youth Allowance for Job Seekers**

This provides financial help if you're 21 or younger and looking for work, or temporarily unable to work.

### **Job Seeker**

This provides financial help if you're 22 or older and looking for work, or temporarily unable to work.

### **Employment Services Assessment**

This is an assessment of the impact of your disability, illness, injury or other barriers to work.



## Employment

Your assessor will talk to you about:

- any barriers to work you may have, including any medical conditions
- any recent help or rehabilitation you've had, and
- services to help you find and keep a job, if needed.

For more information:

[www.servicesaustralia.gov.au/individuals/topics/employment-services-assessments/37496](http://www.servicesaustralia.gov.au/individuals/topics/employment-services-assessments/37496)

### There are some key things to prepare:

Once you have an appointment booked in, it is a good idea to get any medical documentation together. You can also prepare for talking with the assessor by writing down the important points about what creates issues with and at work.

This way, you don't have to remember under pressure – not an easy thing to do when you live with FASD. You can bring a relative, friend or advocate to your assessment if you like.

### Job Capacity Assessment

You will be required to have a Job Capacity Assessment (JCA) if you are applying for the Disability Support Pension (DSP).

When receiving the DSP, you may also be required to have another Job Capacity Assessment (JCA) as part of a medical review.

**Remember:** Individuals with FASD often feel they need to hide the things they struggle with in order to fit in. This is definitely not one of those times.

**It's important to discuss all the things that impact you.**

FASD is a hidden brain injury/whole body disorder that affects every person in a different way, but sleep, memory, attention, sensory and many other issues are impacted in FASD. You can ask for support and it's ok. You can find resources and helpline at: [www.nofasd.org.au](http://www.nofasd.org.au)

Your assessor will talk to you about:

- your condition and how it impacts you
- your medical evidence
- any barriers to work that you may have
- any recent help or rehabilitation you've had, and
- services to help you find and keep a job, if needed.

For more information visit: [www.servicesaustralia.gov.au/individuals/services/centrelink/disability-support-pension/how-we-assess-your-claim/job-capacity-assessment](http://www.servicesaustralia.gov.au/individuals/services/centrelink/disability-support-pension/how-we-assess-your-claim/job-capacity-assessment)



## Employment

### Employment Services

After your assessment, you may be referred to a government employment service to help you look for work. Depending on which payment you are receiving, and what your goals are, you will be referred to Job Active or Job Access.



**JobAccess** is the national hub for workplace and employment information for people with disability, employers, and service providers.

For more information:

call JobAccess on [1800 464 800](tel:1800464800)

or visit: [www.jobaccess.gov.au](http://www.jobaccess.gov.au)



Through **Disability Employment Services (DES)**, eligible people with disability, injury or health condition can receive help to prepare for, find, and keep a job.

Help can include career advice, employment preparation, resume development, and training. You can also get help with job searching, and ongoing support at work, including funding for necessary workplace modifications, as well as wage subsidies to employers.

For more information: [www.dss.gov.au](http://www.dss.gov.au)

[www.dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services](http://www.dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services)



**Jobactive** connects job seekers with employers, and is delivered by a network of providers in over 1700 locations across Australia.

**Jobactive** providers have a good understanding of local labour markets, and help to match job seekers with jobs. They know where the jobs are, and what to do to help job seekers get ready for work.

For more information: [www.jobactive.gov.au](http://www.jobactive.gov.au)



## Employment



**Australian Disability Enterprises (ADEs)** are generally not-for-profit organisations providing supported employment opportunities to people with disability.

**ADEs** support people with disability to engage in a wide variety of work tasks, such as packaging, assembly, production, recycling, screen-printing, plant nursery, garden maintenance and landscaping, cleaning services, laundry services, and food services. ADEs also offer similar working conditions to other employers, and an opportunity for people with a disability to contribute and connect to their local community.

For more information: [www.dss.gov.au](http://www.dss.gov.au) or [www.dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/supported-employment](http://www.dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/supported-employment)



**Australian Government**  
**Department of Education,  
 Skills and Employment**

### Department of Education, Skills and Employment (DESE)

#### **Wage Subsidies**

Wage subsidies are a DESE financial incentive to encourage employers to hire eligible participants in ongoing jobs, by contributing to the initial costs of hiring a new employee. Wage subsidies can help to build business and give employers greater flexibility in their hiring options.

Wage subsidies might be given by your employment service (e.g., JobAccess) to your future employer, as an incentive to employ and support you in your transition to work.

#### **New Enterprise Incentive Scheme**

Individuals not in employment, education or training who are interested in running their own business may be eligible for New Business Assistance with NEIS.

The program offers participants financial support, business training and mentoring for their business idea. The NEIS participant is assisted for the first year, to plan a way forward as a business owner.

For example: Let's say you are skilled at photography.... and that you have a great idea that you would like to turn into a business... then NEIS may be just what you need to get started!

When participating in NEIS you receive:



## Employment

- accredited small business training
- personalised mentoring and support from an NEIS provider in the first year of the new business, to help you put your business idea into practice
- NEIS Allowance for up to 39 weeks
- NEIS Rental Assistance for up to 26 weeks (if eligible).

**NEIS allowance is similar to the payment you may currently receive from Centrelink:** the [big difference is that it is not affected by the income you make from your business.](#)

To search for a local NEIS provider in your area visit: [www.dss.gov.au](http://www.dss.gov.au) or directly here: [www.dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/supported-employment](http://www.dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/supported-employment)

For more information:

[www.dese.gov.au/new-business-assistance-neis](http://www.dese.gov.au/new-business-assistance-neis)

### Employment Skills Training

The Department of Education, Skills and Employment (DESE) offers several training schemes to get you ready for employment:

[www.dese.gov.au/skills-and-training](http://www.dese.gov.au/skills-and-training)

This includes the [Skills for Education and Employment \(SEE\)](#) program which helps eligible job seekers to learn the skills they need to get the job they want, by improving language, reading, writing and maths skills.

You may get referred to this program from your employment service (e.g. JobAccess).

For more information: [www.dese.gov.au/skills-education-and-employment](http://www.dese.gov.au/skills-education-and-employment)

For **general DESE inquires** call [1300 488 064](tel:1300488064) or for **Job Seeker DESE** inquires call [1800 805 260](tel:1800805260)



## Employment



**my future** - This is Australia's career information and exploration service.

You can find all kinds of information about different careers here, as well as activities to build your career profile, explore career ideas, consider career options, and develop your career plan. You can revisit your myfuture account at any time to update and review

For more information visit [www.joboutlook.gov.au](http://www.joboutlook.gov.au)

The Job Guide website includes hundreds of occupational profiles and their education and training pathways. It will provide information on what a particular job is, and how to get qualified to do it.

For more information visit [www.myfuture.edu.au](http://www.myfuture.edu.au)





## Fair Work Ombudsman

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Australian Government

Fair Work  
OMBUDSMAN

Having a problem at work? Does your boss get you to work overtime without pay, or without increasing your pay on public holidays? Does your working environment result in you hurting yourself? Were you unfairly fired from your job? The Fair Work Ombudsman can help.

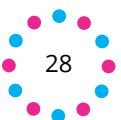
### ***Employee Entitlements***

Every employee is entitled to fair work conditions.

The Fair Work Ombudsman is an independent statutory agency of the Australian Government that serves as the central point of contact for free advice and information on the Australian national workplace relations system.

The Fair Work Ombudsman can:

- provide education, assistance, advice and guidance to employers, employees, outworkers, outworker entities and organisations
- promote and monitor compliance with workplace laws
- inquire into and investigate breaches of the Fair Work Act 2009
- take enforcement action.





### Pay and Entitlements

Below are some of the areas that the Fair Work Ombudsman can assist with:

- penalty rates and allowances
- minimum wages
- types of employees
- awards and agreements
- tax and superannuation
- annual leave
- pay slips and record-keeping
- protections at work
- unpaid work
- unfair dismissal
- redundancy
- ending employment
- bullying and harassment
- workers compensation.

### Supported Wage System

The Supported Wage System (SWS) applies to employees living with a disability, and those who have a reduced work capacity.

The Department of Social Services gives out information and advice about who is eligible for the SWS. It also accepts applications for the SWS and can deal with disputes: [www.servicesaustralia.gov.au](http://www.servicesaustralia.gov.au)

If you are eligible, and access JobAccess/Disability Employment Services, they can assist you with applying.

For more information: [www.fairwork.gov.au](http://www.fairwork.gov.au) or [www.fairwork.gov.au/pay/minimum-wages/employees-with-disability-pay-rates](http://www.fairwork.gov.au/pay/minimum-wages/employees-with-disability-pay-rates)



## Money and Banking

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Managing your money is a skill that is developed, and most people need some help at various times in their lives. When you live with FASD, managing money is often a lot more challenging. The following can help you explore the information you need to help you manage and protect your money.



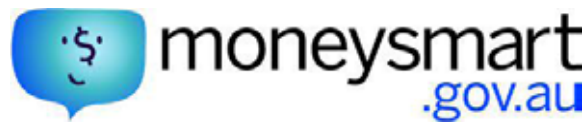
**ASIC**  
Australian Securities &  
Investments Commission

### ***Australian Securities and Investments Commission (ASIC)***

ASIC is Australia's corporate, markets, financial services, and consumer credit regulator. They license and monitor financial services businesses to ensure that they operate efficiently, honestly and fairly. They also license and regulate people and businesses engaging in consumer credit activities (such as banks, credit unions, finance companies, and mortgage and finance brokers).

If you have concerns about your banking or investments, or the companies offering these services, you can contact ASIC.

For more information: call ASIC on [1300 300 630](tel:1300300630)  
or visit [www.asic.gov.au/for-consumers](http://www.asic.gov.au/for-consumers)



### Money Smart

Money Smart is an initiative that helps you learn to manage your money better with free tools, tips and guidance: [www.moneysmart.gov.au](http://www.moneysmart.gov.au)

### Debit Cards

A debit card allows you to carry less cash and buy things over the phone or online with your own money. It offers the convenience of making payments with a card, without the extra obligations and costs of a credit card.

So it works like a credit card – but it's your own money.

The most common type of debit card is an ATM (automated teller machine) or EFTPOS card. This card is used to withdraw money at ATMs and make purchases. You may have to provide a personal identification number (PIN) before you can withdraw money or make a purchase. Some other debit cards can be vouchers.

**Some retailers apply a surcharge to debit card purchases.**

### Credit Cards

Credit cards allow you to “borrow” money up to an agreed amount (the “card limit”), and they can sometimes be useful to help manage bigger expenses.

**You do need to be careful:** credit cards impose the condition that you agree to pay back the money borrowed, as well as paying interest and charges – this can quickly become hard to manage and repay. **Asking for advice and starting with a low card limit is the best option.**

Credit cards tend to have higher interest rates than other types of loans, and the rate can vary depending on what features the card offers. **You will be charged interest on all outstanding transactions that you don't repay by the end of each month.** If applying for a credit card, it is best to start with a low limit to make sure you can manage the repayments. Most credit cards have an annual fee.

You will also need to remember to check your monthly credit card statements carefully to make sure you are being charged correctly.



## Checks and Licenses

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### *Criminal Record Check*

A criminal record check (or 'police check') is sometimes required before starting work. It is called different things in each state, including: 'police clearance', 'criminal history screening', or Yellow Card.

Employers ask for police checks to see whether the potential employee has been in trouble with the law, resulting in a criminal record. Employers find this useful to reduce the risk of theft, fraud, or other criminal activity being performed by a potential new employee. Some industries will not employ you if you have a criminal record; and there are some who may decide on a case-by-case basis.

Police checks are used to protect the public, children, vulnerable communities, and information and resources. There are some industries where a police check is part of the conditions of employment.

Examples of jobs that require a police check are:

- working in positions funded by the government (for example, teachers)
- working with the public (such as bus drivers, taxi drivers)
- working with children (childcare, coaching)
- working with the elderly (aged care)
- working in vulnerable communities (disability support).



## Checks and Licenses

Employment that requires a 'criminal record check' will state this clearly in the job ad, and information sent out to applicants and recruitment agencies. Employers can also assist you with information on how to apply.

Assessment is based on a national check of criminal history.

If the police information changes, suitability to hold a criminal record check may be re-assessed and/or suspended.

Criminal record check holders are responsible for renewing their card prior to expiry.

For more information visit: [www.afp.gov.au/what-we-do/services/criminal-records/national-police-checks](http://www.afp.gov.au/what-we-do/services/criminal-records/national-police-checks) or visit [your state-specific police department website](#).

### Working with Children Check

Any adult working with people under the age of 18 is required to have a 'working with children' check. This is also known as a Blue Card.

Employment that requires a 'working with children check' will state this clearly in the job ad, and in information sent out to applicants and recruitment agencies.

Like a 'criminal record check', the 'working with children check' is a criminal history check, but specifically about child-related charges.

For more information, or to apply for a 'working with children check', please search for your specific state (for example: [www.workingwithchildren.wa.gov.au](http://www.workingwithchildren.wa.gov.au)).

### Driver's License

Once you are 16 you are allowed to begin learning to drive. You will need to apply for and pass a test to have a Learner's Permit/License ('L plates').

Your 'L plates' do not mean that you 'can drive'. What they mean is that you have permission, under strict conditions, to learn how to operate a vehicle, and learn to control it safely on the road.

You will need to follow ALL the rules of your learner's license in order to keep it. Consequences of not following the rules can lead to long delays in getting your driver's license.

Always remember to only learn to drive with an experienced, responsible driver, and always place your 'L plates' on your vehicle when driving.

Once you have completed the requirements and passed your first driving test, you will receive your Provisional License ('P plates'). You are still considered to be learning, but now you are expected to know how to control the car you are driving, and the rules of the road.



## Checks and Licenses

A provisional license allows you to keep learning to drive by gaining experience by yourself.

There are two phases of provisional license to keep you and others safe while you are developing your driving skills:

- The first phase ('Red Ps') has strict driving rules and restricted speed limits.
- The second phase ('Green Ps') has less strict rules and restricted speed limits.

**You must display your correct red or green 'P plates' on your vehicle when driving.**

BOTH phases have rules about when and how you can drive (late night curfews, number of passengers, max speed limits, zero alcohol). **If you break these rules, you can permanently lose or significantly delay your licence.**

Once you finish your provisional driving stage and pass the final test, you are considered to know how to drive, and you get a regular, or 'open' license.



**Road rules can be slightly different in each state.** You can find the rules for your state here: [www.ntc.gov.au/laws-and-regulations/australian-road-rules](http://www.ntc.gov.au/laws-and-regulations/australian-road-rules)

### Photo Identification Card

This is a form of valid, legal photo identification for people who do not have other forms of photo ID, such as a driver's licence or passport.

It replaces the adult proof of age card, and the 18+ card.

Search for 'how to apply for a photo ID' in your specific state.



## Disability Assessments

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### ***Comprehensive Health Assessment Program (CHAP)***

A CHAP is designed to help minimise the barriers to healthcare for people with intellectual disability, by prompting health care and screening.

The CHAP tool is a two-part questionnaire requiring collaboration between the person with the intellectual disability, their supporter or advocate, and their GP.

For more information: [www.eshop.uniquest.com.au/chap](http://www.eshop.uniquest.com.au/chap) or ask your GP.

### ***Legal Capacity***

Some adults with a mental illness, an intellectual disability or a brain injury, may lack legal capacity if they can't make decisions about property, money management, medical treatment or lifestyle decisions.

An adult may lack legal capacity to make decisions in one area of life but not in others.

Assessing capacity is a complex matter, and you should get legal advice.

You must have legal capacity to:

- enter into a contract
- get married
- make a will.

If it is shown that you didn't have legal capacity when you signed a contract, made a will, or got married, then the contract, will, or marriage, may be invalid.

For more information: visit the [Legal Aid website for your state](#) (see 'Legal Services Section' further in this guide)



# Government Services

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## ***Office of the Public Guardian/Advocate (OPG/OPA)***

The OPG or OPA (depending on your state) is an independent statutory office established to protect the rights, interests, and wellbeing of vulnerable adults, as well as children and young people in the child protection system.

This includes those in out-of-home care, such as a foster home, the home of a kinship carer, a residential care facility, a youth detention or adult correctional centre, disability service or mental health facility.

Search for '[Public Guardian/Advocate](#)' in your specific state to find out more.

## ***The Public Trustee***

The Public Trustee provides a range of services including 'enduring powers of attorney', where the public trustee is appointed to make financial decisions on behalf of an adult who has been determined to lack capacity to make those decisions.

The Public Trustee can also assist with free will-making and financial administration for people with decision-making impairment.

For more information, [visit your state 'Public Trustee' website](#).

## ***Civil and Administrative Tribunal (CAT)***

CAT is an independent, accessible tribunal that efficiently resolves disputes on a range of matters. The tribunal's purpose is to provide a quick, inexpensive avenue to resolve disputes between parties, and to make decisions.

For more information: [visit your state 'Civil and Administrative Tribunal' website](#).



# Legal Assistance and Advocacy

We are all faced with times when we need legal advice, and when we need to know how to advocate for our requirements and rights. This can be especially challenging when you live with a hidden disability such as FASD.

There are two parts to advocacy:

- knowing your legal rights and obligations
- using this knowledge to communicate your needs effectively.

Self-Advocacy is a skill that is developed over time. Learning as much as you can about how FASD impacts your life, helps you to talk about it. Knowing that there are places where you can go for guidance and assistance will help you to get the best outcomes.

## Legal Services

**Legal Aid** provides free legal advice and service, and is available in every Australian state and territory:

- Western Australia: [www.legalaid.wa.gov.au](http://www.legalaid.wa.gov.au)
- Queensland: [www.legalaid.qld.gov.au](http://www.legalaid.qld.gov.au)
- Northern Territory: [www.legalaid.nt.gov.au](http://www.legalaid.nt.gov.au)
- South Australia: [www.lsc.sa.gov.au](http://www.lsc.sa.gov.au)
- Victoria: [www.legalaid.vic.gov.au](http://www.legalaid.vic.gov.au)
- New South Wales: [www.legalaid.nsw.gov.au](http://www.legalaid.nsw.gov.au)
- ACT: [www.legalaidact.org.au](http://www.legalaidact.org.au)
- Tasmania: [www.legalaid.tas.gov.au](http://www.legalaid.tas.gov.au)



## Youth Law Australia

Youth Law Australia is a community legal service that is dedicated to helping young people under 25 (and their supporters) to find a legal solution to their problems.

They provide free and confidential legal advice, assistance, and referrals, to young people under 25 and their advocates, through their online service, available 24 hours a day, 7 days a week. Youth Law can help you find legal solutions to problems before they escalate.

For more information: contact your local Youth Law centre by visiting [www.yla.org.au](http://www.yla.org.au).



## *Legal Assistance and Advocacy*

### ***National Information Service***

The National Information Service (NIS) provides information and referrals about a range of human rights and discrimination issues. The service is free and confidential.

The NIS can:

- give you information about your rights and responsibilities under federal human rights and anti-discrimination law
- discuss whether you may be able to make a complaint to the Human Rights Commission, or how the law might apply to your situation
- give you information about how to make a complaint, respond to a complaint, or deal with specific discrimination issues
- refer you to other organisations that may be able to help further.

For free and confidential information and advice, you can call the National Information (NIS) on [1300 656 419](tel:1300656419).



### ***Australian Human Rights Commission***

The Australian Human Rights Commission is an independent statutory body that handles complaints and education on:

- rights and freedoms (including disability rights)
- discrimination
- harassment and victimisation.

For more information: [www.humanrights.gov.au](http://www.humanrights.gov.au)



# Privacy

Privacy is considered to be a human right. Every person has the right to protect their person, personal information, and to enjoy their private life free from intrusion.

You have a right not to have your privacy, family life, home, or correspondence (mail or email) interfered with. This also applies to the collection of personal information by public authorities, results of medical tests or examinations, and other confidential matters.

You have the right not to have your reputation attacked unlawfully.

Privacy includes the right:

- to be free to lead your life without interference and intrusion
- to be able to associate freely with whom you want
- to be able to control who can see or use information about you.

## Can this right be limited in any way?

**Yes.** Your right to privacy is limited if your actions impede the rights to safety and privacy of others, and/or when it is suspected that you are in danger, or that there is criminal activity.

For more information: [www.oaic.gov.au/privacy/your-privacy-rights/what-is-privacy](http://www.oaic.gov.au/privacy/your-privacy-rights/what-is-privacy)





# Consent

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## What is Consent?

Consent talks about giving permission. It means to **freely give an agreement to the conduct that is being considered**, by a person who is in a **competent state to make the decision**. Consent must be given **freely**: the person must not be bribed, pestered, intimidated, or threatened. **If so, there is no consent.**

There are many situations in which you will need to decide if you give consent (permission) for something to happen. But you also need to know how to ask for consent from another.

**There can be some very serious consequences to actions taken without the consent of the other person.**

Some **types of consent** include:

- giving permission to a website or an app to use some of your information (such as, your gender, name and birthday)
- giving permission for the storage and/or sharing of your personal information (for example, when you see a therapist and they want to share with your doctor)
- giving or asking for permission to touch and be touched (e.g., hugging, kissing, touching and sexual relations).

For **consent to be valid** it must be:

- **Informed** - You (or the other person) must be told and understand all the details.
- **Voluntary** - You (or the other person) must not be pressured into saying yes.
- **Current** - You (or the other person) cannot use consent given a while ago, or given for a previous request.

**You (or the other person) can withdraw consent AT ANY TIME.**

## Capacity to Give Consent

To be able to give consent you (or the other person) must have the ability to:

- understand the request
- understand the consequences of giving or not giving consent
- use reasoning to decide
- communicate the decision.

If there is concern that you cannot provide consent, for example if you don't understand a written agreement or how your personal information is being used, you can ask for support to help understand.



## Consent

For more information: [www.oaic.gov.au/privacy/your-privacy-rights/your-personal-information/consent-to-the-handling-of-personal-information](http://www.oaic.gov.au/privacy/your-privacy-rights/your-personal-information/consent-to-the-handling-of-personal-information)

### Sexual Consent

Now that you are 18, you can legally consent to sexual activity with another adult over the age of 18, who also consents.

The age of sexual consent is 16, but there are special rules.

**It is a crime to have sex with someone who is under 16 years of age.**

It is a **serious offence** that can have life-changing consequences, including limiting your ability to travel to some countries, limiting the kind of job you can do, and potentially leading to incarceration.

Although an adult can have sexual relations with someone **over 16**, **there are some special rules and regulations prescribed by law.**

You **can only** have a sexual relationship with someone aged 16 and 17, **if they consent**, and **you**:

- **do not** share semi-nude, nude or sexually explicit photos of each other with one another, **even if the person who is 16 or 17 consents**. This is because a 16- or 17-year-old is not considered an adult, and any sexual photos of them are considered child pornography. **You can be charged – this is a serious offence.**
- do not have a position of authority over them (for example, you cannot be their teacher, carer, supervisor, or their employer).

For more information and support on sexual consent:

Kids Helpline has a section for Young Adults: [www.kidshelpline.com.au/teens/issues/what-consent](http://www.kidshelpline.com.au/teens/issues/what-consent)

Reach Out.com: [www.au.reachout.com/articles/5-things-you-need-to-know-about-sexual-consent](http://www.au.reachout.com/articles/5-things-you-need-to-know-about-sexual-consent)

1800RESPECT: [www.1800respect.org.au](http://www.1800respect.org.au)

If you are 18-25 years old you can also call Kids Helpline to chat about it, on **1800 55 1800**.



## Other resources

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### ***Every Australian Counts***

Every Australian Counts is the grassroots campaign that fought for the introduction of the National Disability Insurance Scheme, and won.

EAC is made up of hundreds of thousands of people with disability, families, carers, and those who work to support them, who have come together to fight for a fair go for people with disability in Australia.

Every Australian Counts didn't end with the introduction of the NDIS. The campaign continues to fight to make sure the NDIS delivers on its promise to people with disability.

For more information: [www.everyaustraliancounts.com.au](http://www.everyaustraliancounts.com.au)



### ***National Disability Coordination Office (NDCO)***

The NDCO seeks to increase the knowledge and awareness of people with disability about their options after school, and of the supports that can enable them to participate in education and employment to the same extent as people without disability.

The program seeks to address barriers to participation in tertiary education and employment.

For more information: [www.dese.gov.au/access-and-participation/ndco](http://www.dese.gov.au/access-and-participation/ndco)

Thank you for reading :)



**NATIONAL  
ORGANISATION**  
for Fetal Alcohol  
Spectrum Disorders

This guide has been adapted for YOU!

We hope it helps give you confidence to know where to get the information you need.

You can use it to identify what applies to you, and where to get guidance and support to achieve your goals.

**“You’ve Got This!” and remember...**

**It’s always ok to ask for help.**

We hope that you have found this guide helpful. Let us

know at: Email us [enquiries@nofasd.org.au](mailto:enquiries@nofasd.org.au)

For more information on services and resources provided by NOFASD Australia

visit: [www.nofasd.org.au](http://www.nofasd.org.au)

Call us on our National Helpline: [1800 860 613](tel:1800860613)



Follow us on Facebook: [www.facebook.com/NOFASD.Australia](https://www.facebook.com/NOFASD.Australia)

Follow us on Instagram: [www.instagram.com/nofasd.australia](https://www.instagram.com/nofasd.australia)

Follow us on X (Twitter): [www.twitter.com/nofasdaustralia](https://www.twitter.com/nofasdaustralia)

Follow us on LinkedIn: [www.linkedin.com/company/nofasdaustralia](https://www.linkedin.com/company/nofasdaustralia)



And a BIG Thank you! to **BigDog Support Services** for permission to adapt and publish their original publication: “Now You’re 18: A Guide for Young People with Disability Transitioning from High School”.

For more information on BigDog Support Services, visit [www.bigdogsupport.com.au](http://www.bigdogsupport.com.au)



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