

HDNWA Membership Terms & Conditions



1. ABOUT THESE TERMS

These Membership Terms & Conditions apply to membership of Hospitality Disability Network WA Inc. (HDNWA). They should be read together with the HDNWA Rules of Incorporation and the membership tier information published by HDNWA.

If there is any inconsistency between these Terms & Conditions and the HDNWA Rules of Incorporation, the Rules of Incorporation prevail.

2. MEMBERSHIP CLASSES

HDNWA has two formal membership classes under its Rules of Incorporation: Ordinary Membership and Associate Membership.

Ordinary Members have full voting rights and may nominate candidates for election to the HDNWA Board in accordance with the Rules of Incorporation.

Associate Members are non-voting members and cannot nominate candidates for election to the Board. Bronze, Silver and Gold are membership service tiers and do not change the governance rights attached to an organisation's membership class.

3. ELIGIBILITY, APPLICATION AND APPROVAL

Applicants must meet the eligibility requirements for the membership class for which they are applying. HDNWA may request reasonable additional information where required to determine eligibility.

All membership applications are subject to approval by the HDNWA Board.

The Rules of Incorporation require an application to be nominated by an existing HDNWA member. HDNWA will arrange the required nomination as part of the application process, so applicants do not need to organise a nominating member themselves.

HDNWA will advise applicants of the outcome of their application in writing.

4. MEMBERSHIP TIERS

Eligible Ordinary Members may select Bronze – Network Access, Silver – Workforce Capability or Gold – Partnership & Leadership.

The benefits and inclusions applying to each tier are those published by HDNWA at the commencement or renewal of the relevant membership period.

Associate membership arrangements are confirmed separately with HDNWA following application

5. MEMBERSHIP COMMENCEMENT AND PERIOD

Bronze membership commences once the membership application has been approved by the Board.

Silver and Gold membership commences once the application has been approved and the applicable membership fee has been received, unless otherwise agreed by HDNWA.

Membership is for a period of 12 months from the membership commencement date.



6. MEMBERSHIP FEES AND PAYMENT

Bronze membership is complimentary. Silver and Gold membership fees are payable annually at the rate applicable to the selected membership tier.

Following Board approval of a Silver or Gold application, HDNWA will issue an invoice or secure payment link through Stripe, or another payment provider nominated by HDNWA, to the member's nominated accounts contact.

Members are responsible for providing any purchase order, billing details or other information reasonably required by their organisation to enable payment.

Invoices must be paid by the due date shown on the invoice. Access to paid membership benefits commences once payment has been received, unless otherwise agreed by HDNWA.

Where membership fees remain unpaid, HDNWA may take action in accordance with its Rules of Incorporation.

7. RENEWAL

HDNWA will contact members before the end of their 12-month membership period regarding renewal. Members may renew at their existing tier, request to move to another eligible tier, or choose not to renew.

For Silver and Gold members who confirm renewal, HDNWA may use Stripe to issue renewal reminders and the annual renewal invoice.

Membership will not automatically renew solely because a previous payment has been processed. Any automatic renewal arrangement must be separately and expressly agreed with the member.

The renewed membership period commences once the renewal requirements have been completed and any applicable fee has been received.

8. CHANGES TO FEES AND TIER INCLUSIONS

HDNWA may review membership fees and tier inclusions from time to time.

Members will be advised of any material changes before their next renewal. Any material change to the price or core inclusions of a paid membership will apply from the member's next membership period unless the member agrees otherwise.

HDNWA will not increase the agreed membership fee or materially reduce the agreed core inclusions during an existing paid membership period without the member's agreement.

9. CHANGING MEMBERSHIP TIERS

Members may request to upgrade their membership tier during an existing membership period.

Where an upgrade is agreed, HDNWA will confirm any additional fee, commencement date and revised benefits before the change takes effect.

Requests to move to a lower membership tier will generally take effect from the member's next renewal date.

10. MEMBERSHIP BENEFITS AND SERVICES

HDNWA will make reasonable efforts to provide the benefits included in the member's selected tier with reasonable care and skill.

Where membership includes training places, workshops, planning sessions, rollout support or other direct HDNWA services, access is subject to the published tier inclusions, reasonable scheduling and availability, and use during the applicable membership period.

Additional services outside the selected membership tier may be available separately and may attract an additional fee.

11. UNUSED BENEFITS

Members are encouraged to use available benefits during their membership period.

Unless otherwise agreed by HDNWA, unused training places, workshops, planning sessions or other allocated benefits do not automatically carry over into a subsequent membership period.

Membership fees are not calculated according to the level of utilisation of membership benefits.

This does not affect any rights or remedies that cannot lawfully be excluded under the Australian Consumer Law or other applicable law.

12. RECRUITMENT AND EMPLOYMENT SUPPORT

HDNWA works with employers and a selected network of employment service providers to identify and refer potentially suitable candidates for employment opportunities.

HDNWA may support candidate matching, referrals, interviews, onboarding and post-placement support.

Candidate availability, suitability and employment outcomes depend on factors outside HDNWA's control. HDNWA therefore does not guarantee that every vacancy will result in a candidate referral, job offer, accepted placement or particular duration of employment.

Employers remain responsible for their recruitment decisions, employment arrangements, workplace obligations and compliance with applicable employment laws.

13. WORKING IN PARTNERSHIP

Employer members working with HDNWA are expected to keep HDNWA informed of suitable employment opportunities, genuinely consider suitable candidates referred by HDNWA, make reasonable adjustments where required, work collaboratively with HDNWA and relevant supports, and support an inclusive workplace culture.

14. RESIGNATION, CANCELLATION AND REFUNDS

A member may resign from HDNWA by providing written notice in accordance with the Rules of Incorporation. A member who resigns remains responsible for membership fees or other amounts already owing to HDNWA at the date of resignation.

Where a member chooses to resign or does not use some or all of the available membership benefits, membership fees already paid are generally non-refundable. This does not affect any right to a refund, remedy or other entitlement that applies under the Australian Consumer Law or other applicable law.

HDNWA may suspend or end membership only in accordance with the processes and rights set out in its Rules of Incorporation.

15. MEMBER DIRECTORY, ORGANISATION NAME AND LOGO

Where permission has been provided, HDNWA may recognise current members through the HDNWA website, social media, reports, presentations and other member communications.

Members may be displayed by Bronze, Silver or Gold membership tier, with Associate Members recognised separately. Membership level reflects the level of support and engagement selected with HDNWA and does not represent accreditation, certification or endorsement of all practices of the member organisation.

Members may contact HDNWA at any time to request a change to their public recognition preference.

16. MEMBERSHIP BADGE

Current members may use the applicable HDNWA membership badge in accordance with HDNWA brand and membership guidelines.

The badge indicates that an organisation is a current HDNWA member and does not constitute accreditation, certification or endorsement by HDNWA of all practices, policies or activities of the organisation.

The right to use an HDNWA membership badge ends when membership ceases.

17. INFORMATION, REPORTING AND EVALUATION

HDNWA receives funding from government, philanthropic and other funding bodies and may be required to report on the reach, activities and outcomes of its programs and services.

Information provided through membership and engagement with HDNWA may be used for program monitoring and evaluation, funding applications, reporting and acquittals, measuring employment and workforce outcomes, organisational planning and continuous improvement, and demonstrating the reach and impact of HDNWA's activities.

Where reporting requirements allow, information used for external reporting will be aggregated or de-identified.

Where a funding body requires identifiable organisational information as part of a funding agreement, HDNWA will handle that information in accordance with its privacy obligations and the requirements of the relevant funding agreement.

HDNWA will not publicly identify an individual candidate or employee through reporting or promotional activities without appropriate consent.

18. MEMBER CONDUCT

Members are expected to conduct themselves in a manner consistent with the purpose, values and objectives of HDNWA.

HDNWA member events and activities are intended to encourage collaboration, shared learning and stronger industry connections. Members should avoid inappropriate or unsolicited promotion, solicitation or recruitment of other members through HDNWA activities.

19. MEMBERSHIP REPRESENTATIVE

Each Ordinary and Associate Member must nominate an individual to act as its organisation representative in accordance with the HDNWA Rules of Incorporation.

The organisation may change its representative by providing the required written notice to HDNWA.

20. AUSTRALIAN CONSUMER LAW

Nothing in these Terms & Conditions excludes, restricts or modifies any consumer guarantee, right, remedy or other protection that cannot lawfully be excluded under the Australian Consumer Law or other applicable law.

21. CHANGES TO THESE TERMS

HDNWA may update these Terms & Conditions from time to time. Material changes affecting a paid membership will ordinarily apply from the member's next renewal period.

Where a change is required by law, regulation or the HDNWA Rules of Incorporation, HDNWA may apply the change earlier where reasonably necessary and will provide affected members with appropriate notice where practicable.

22. RULES OF INCORPORATION AND CONTACT

These Terms & Conditions operate alongside the Hospitality Disability Network WA Inc. Rules of Incorporation. If there is any inconsistency, the Rules of Incorporation prevail.

A copy of the Rules of Incorporation is available from HDNWA on request. Questions about membership, fees, renewals or these Terms & Conditions can be directed to HDNWA through the contact details published on hdnwa.org.au.