

# ICLC

INNER CITY LEGAL CENTRE

## ICLC Annual Report

2010–2011





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In celebration of ICLC's 30th year of service we will be highlighting a selection of our key achievements throughout our Annual Report.

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**1980** Volunteer Solicitors Rally to Answer Call for Legal Assistance The Inner City Legal Services Centre is established by local private solicitors who see a need for a legal centre in the area and seek funding from the Legal Aid Commission of NSW.

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# About ICLC

The Inner City Legal Centre (ICLC) has been providing free legal services for people who live and work in the inner city area for the past thirty-one years. The Centre provides a range of free legal services to people in our catchment area which includes the inner city, the eastern suburbs as well as the lower north shore and northern beaches area.



*Rosslyn Mayne*

The Centre also provides a state wide specialist legal advice service to the lesbian, gay and bisexual community; people who are transgender; and people who are intersex throughout New South Wales. In 2009 the Centre added to this state-wide service a support scheme for people who are gay, lesbian or bisexual; transgender people; or intersex people experiencing or escaping domestic violence.

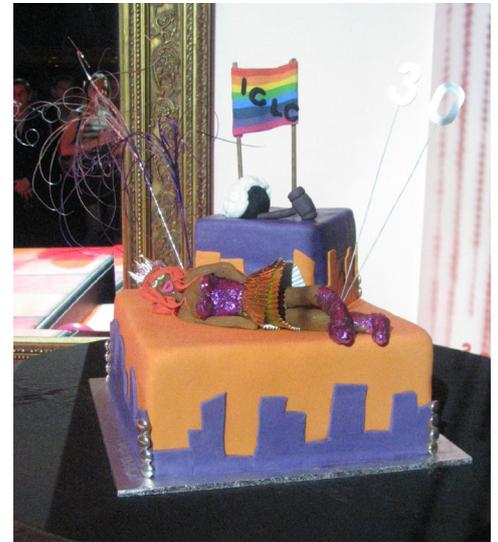
The staff solicitors offer advice and ongoing casework and representation in the following areas: domestic violence, discrimination, employment, victim's compensation, fines, apprehended violence orders, other criminal matters, debts and other civil matters. New clients generally attend one of the night advice services provided by the Centre's pool of volunteer lawyers. Tuesday evening services see more general matters and on alternate Tuesdays we offer an Employment Law Service in addition to the General Advice Service. The Wednesday evening service provides advice in family and



*Dan Stubbs and Luke Potter at Field Day*

employment law matters, and the Gay Lesbian and Transgender Legal Advice Service. One of the ICLC staff solicitors will review the records of advice provided by volunteer lawyers and the Centre Director Principal Solicitor and legal team determine which cases can be taken on for ongoing legal assistance.

ICLC also actively contributes to the local community's awareness of their legal rights and responsibilities through an ongoing program of community legal education. Throughout any year staff provide community legal education in a variety of forms including publications and sessions with local residents and community workers.



*ICLC 30th Birthday Cake*

## Services include:

- Information & referral services
- Legal Advice by appointment except in emergency situations
- Telephone advice to community workers during business hours
- Urgent Telephone advice to victims of domestic violence
- Home/hospital visits where necessary
- Specialist Gay and Lesbian legal advice service (state-wide service)
- Specialist Transgender legal advice service (state-wide service) domestic violence court assistance for people who are gay, lesbian or bisexual; people who are transgender; and intersex people (state-wide service)
- Community legal education
- Law reform and policy work

# Co Chairs' Report

ICLC has had an eventful and productive year in continuing to deliver its services to people its clients throughout Sydney and New South Wales. The centre has continued to represent many clients achieving notable results including a landmark decision in the ADT concerning a man vilified on the grounds of his homosexuality. The board would particularly thank Kate Eastman pro-bono counsel who appeared at the hearing.

October 2010 saw the ICLC's fabulous 30th birthday party which was held a Slide in Darlinghurst. Our guest included The Hon Michael Kirby AC CMG followed by a performance by the talented aerial artist Tissues. The night was a great success and one which reminded many of the vital work delivered by the centre.

The Centre has continued to raise its profile in the community through participating in a number of events and activities including the 2011 Sydney Gay and Lesbian Mardi Gras Parade which was a successful demonstration of ICLC's work and a way of showing the broader CLC sectors support and commitment to LGBTI community. ICLC was also represented at Fair Day, the Gloria Awards, and participated in a very successful program with Project Blue providing a point of contact for members of the community apprehended and charged for possession of drugs at dance parties including Mardi Gras and Harbour Party.

This year has seen the success of the Family Relationships Centre's Partnership Project, which provides a referral service for people who need legal advice and minor family law assistance for people in dispute about child custody/access.

ICLC's Safe Relationships Project has continued to successfully provide support to people who are experiencing domestic violence in GLBTI relationships.

The board and staff of ICLC participated in a strategic planning weekend which produced a strategic plan based upon a rigorous analysis of our data, broader legal needs and socio-economic data. The strategic plan enables the centre to continue in its delivery of focused and

high quality legal services to some of the most disadvantaged members in the community.

ICLC, with the valued assistance of Alana Yap has undertaken a survey on the GLBTI community to increase its knowledge of the specific needs of that community. The results of the survey are expected to be released next year.

The year also saw some changes to the Board of Management, with the Centre seeing the departure of Paul Boers and welcoming its new member: George Anastasi. The end of the financial year has again brought a tight budgetary outcome, however, with the assistance of the Treasurer Joanna Davidson, we have ended 10/11 with a minimal surplus of \$3,544.

Last year, the Board decided to establish an ICLC Charitable Trust, which is in the last stage of registration and establishment. 2012 will see the launch of the Trust and ICLC will hopefully be funded by the trust to run a number exciting new projects.

The ICLC remains dedicated to ensuring that it continues to provide quality and sound legal advice to some of the most marginalised people in the community. In achieving that result, ICLC continues to require valuable funding and community financial support to ensure that it remains able to deliver important and vital legal services to society.

The board recognises that the delivery of such services would not be possible without the assistance of funders and donors, but especially the management, staff and volunteers who continue to provide invaluable support albeit with limited resources.

As the access to legal resources remains difficult for the needy and underprivileged, the centre continues to provide a service that makes a real difference to people and their lives. The board remains confident that the great work of the centre will continue in 2011 with the hard work of its staff and volunteers and it is excited to see the good work continue throughout the next year.



*Vanessa Viaggio and Craig Mulvey*

CO CHAIRS

# Treasurer's Report

**1985** ICLC Solicits Support The Centre supports submissions for the deregulation of prostitution in NSW.



*Dan Stubbs and Joanna Davidson*

The Inner City Legal Centre continues to receive core funding for its services from the Federal and NSW State governments. Over the financial year 2010-11 the Centre received \$100,584 from the Commonwealth Legal Services Program and \$155,245 from the Community Legal Services Program of the Legal Aid Commission NSW. ICLC received \$61,500 from the Public Purpose Fund for the Safe Relationships Project (SRP). There was also \$59,328 received from the Commonwealth which funded one year of a three year project to work in partnership with the Sydney City Family Relationships Centre (SCFRC). The Centre's income was augmented by a range of other sources during the financial year,

including donations, membership fees, interest and recovery of court costs. In addition to the funding it receives, the Centre appreciates the following organisations and individuals who have provided ongoing support and in kind assistance over 2010-11:

- Our volunteer solicitors and law students, who generously donate their time to assist the Centre to provide services to its clients;

- Sydney City Council, which provides the Centre's accommodation by way of a grant for which the Centre agrees to provide a range of services to Sydney city residents;
- Our law firm partners, including Gilbert and Tobin, DLA Phillips Fox, Corrs Chambers Westgarth, Freehills, Gadens, McCabe Terrill, Henry Davis York Mallesons Stephen Jaques who provide important direct and indirect support for the Centre's work in a variety of ways;
- Our volunteer Board of Directors;
- Gilbert and Tobin for their assistance with layout and printing of our Annual Report; and
- Corrs Chambers Westgarth for providing secondees to the Centre for half a day each week and for hosting our AGM

The Centre operated with a small surplus of \$3,544 (0.7%) in 2010-11, principally due to higher than expected interest income. The Centre has a moderate financial base at the end of the financial year. In light of the concerning fact that the Centre's Legal Aid funding will not



*Joanna Davidson*

be indexed in line inflation in 2011-2012, Board is working to strengthen this financial base in order to secure ICLC's long-term operations in the new financial year. The Board would like to acknowledge Daniel Stubbs, Ros Mayne, Doug Babcock as well as all other Centre staff for their diligence and efforts during the last financial year. Thank you for enabling the Centre to continue to service the people of the inner city.

*Joanna Davidson*

TREASURER

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**1984** ICLC Celebrates the Act To the great relief of ICLC and many of its clients the NSW Parliament passes the Crimes Amendment Act, 1984 which decriminalises adult male homosexual sex.

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**1988** St Vincent's Hospital Draws on ICLC Assistance for Wills ICLC is regularly called upon by social workers at St Vincent's Hospital to assist patients suffering from AIDS to draw up their wills. 1992 ICLC Kept Busy with the Newly Unemployed As a result of the recession, ICLC's workload in employment law dramatically increases with large numbers of workers laid off.

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Participants

## Staff 2010-11

**1993** Lesbians and Gay Men Come Out to Oxford Street for Specialised Legal Advice  
ICLC and the Gay & Lesbian Rights Lobby introduce the Lesbian and Gay Legal Rights Service on Wednesday evenings. This service represents ICLC's early commitment to improving access to justice for gay men and lesbians.



Rosslyn Mayne, Jarrah Hoffmann-Ekstein, Craig O'Brien, Alana Yap, Lou Kyle, Kate Duffe, Amy McGowan, Dane Stubbs

**Daniel Stubbs**  
Centre Director

**Kate Duffe**  
Safe Relationships Project Officer and Solicitor

**Doug Babcock**  
Finance Administrator

**Rosslyn Mayne**  
Principal Solicitor

**Lou Kyle**  
Family Lawyer

**Maria Elena Ang**  
Administration (data entry)

**Alana Yap**  
Solicitor/Project Officer

**Jarrah Hoffmann-Ekstein**  
Professional Legal Training (PLT) Student

**Craig O'Brien**  
Volunteer

**Amy McGowan**  
Solicitor

**Robbie Blanch**  
Professional Legal Training (PLT) Student

# Centre Director's Report

The Inner City Legal Centre continued to grow whilst maintaining its edge of quality that continues to distinguish the Centre as we build the depth and breadth of our service for all of our stakeholders. We have built on our long track record of service to the lesbian, gay, bisexual, transgender and intersex communities, as well as through our law reform and advocacy program, particularly in the area of domestic violence in LGBTI communities.



*Eva Karagiannis Dan Stubbs Craig Mulvey*

We have of course maintained our commitment to providing access to justice and advocacy for socially and economically disadvantaged groups in the inner city and surrounding areas, including through our deep networks of relationships with other key service providers in our catchment area, such as the Medically Supervised Injecting Centre and the Sydney City Family Relationships Centre.

We took the opportunity to promote the Centre to its stakeholders and potential clients in a variety of settings. In March we participated in Mardi Gras and in partnership with some other CLC's promoted our legal services to the LGBTI community which you will see in some of the photos in this annual report. ICLC again participated in Fair Day 2011, Parramatta Pride in 2010 and a range of other exhibition events in

Sydney and New South Wales. A huge party was to mark 30 years of ICLC on 17 October 2010. The party was a great way to highlight and promote our services, celebrate the organisation's longevity and thank the Centre's past and present volunteers and staff. We also provided key community legal education and legal information to hundreds of people in the GLBTI community and disadvantaged people in the city. This included topics as diverse as:

- police powers, sniffer dogs and drugs;
- domestic violence and LGBTI;
- anti-discrimination and homophobic vilification;
- laws effecting LGBTI young people;
- changes to the laws effecting people who are transgender;



*Dan Stubbs*

- how to best assist clients who have a mental illness.

Partnerships – Relationships – Networks ICLC finds the partnerships and joint work with organisations including other CLCs, government, community groups and private legal firms truly beneficial to our clients and stakeholders. During the year we worked closely with ACON in areas such as: domestic violence and safety for LGBTI communities and legal rights and health promotion at Mardi Gras. ICLC worked closely with the Gay Lesbian Rights Lobby on advocacy for federal law reform regarding discrimination against LGBTI people. We increasingly work closely with other GLBTI focused organisations including New Mardi Gras, the Gender Centre Twenty-10 and Camp Out. We have worked with the Sex Workers Outreach Project (SWOP)

to provide legal information in the form of facts sheets and articles, and legal advice on a range of topics. The partnership with the Sydney City FRC is discussed later in this annual report. Similarly the excellent work and partnerships developed through the Safe Relationships Project (SRP) are described elsewhere in this report.

## Volunteers

The support provided by our volunteer students every single day and volunteer solicitors every Tuesday and Wednesday night is the most valuable contribution made to the Centre. Without these volunteers we would find it difficult to deliver anywhere near the extensive legal services we are proud to provide. These exceptional students and lawyers are acknowledged by name later in this report. One volunteer in particular, Craig O'Brien

started at the Centre in mid-2010 and has become a key member of our team with whom he works 2-3 days per week. In an organisation that enjoys no general administrative support I remain extremely grateful for Craig's massive contribution to the organisation's capacity, continuous quality improvement and sustainability. Thank you Craig.

The Centre has been generously supported by a number of legal firms providing pro bono legal services, solicitor secondments and in kind assistance (e.g. printing, research, etc). (Our pro bono partners are discussed in the Treasurer's report.)

## Staffing

During the year I was pleased to welcome Amy McGowan who commenced in August 2010 and has largely work on issues faced by people

who are lesbian, gay or bisexual; people who are transgender; and people who are intersex together with Ros and Kate.

## Finances

We ended the year with a surplus of \$3,544 - 0.7 percent. The Centre received over all income of \$504,733 which was a growth of 24.7 percent on the previous year. I believe that it is important for the sustainability of ICLC that each year we bring in a modest surplus and we grow in order that we better meet the needs of our target groups.

*Daniel Stubbs*  
CENTRE DIRECTOR



*Stephanie Papapavlou, Roslyn Mayne, Dan Stubbs, Justice Michael Kirby, Alana Yap and Danial Kelly. Training 2011*

# Principal Solicitor's Report

**1994** More than 140 Gay Men and Lesbians Exercise their Wills ICLC successfully launches the Lesbian and Gay Wills Project, which raises \$6000 in donations for the HIV/AIDS Legal Centre, Twenty10 and the Gay and Lesbian Rights Lobby. Over 140 people take advantage of the Project to make new wills.

The period I report on in this annual report represents my first complete year as Principal Solicitor. It has been characterised by a consolidation of our ability to service the needs of our clients. As I remarked in last year's report, I had to become familiar with a broad range of legal practice very quickly, in order to properly undertake the role of Principal Solicitor. As such, I have necessarily broadened my knowledge and expertise. However, it remains a work in progress!

In conjunction with our volunteer solicitors, ICLC continues to provide advice to up to 30 clients per week, across an extremely wide area of law, including Family, Employment, General Civil, Criminal, Administrative, Consumer claims, Credit and Debt and Tenancy, even covering Wills, Estates and Equity. We continue to provide specialist advice to members of the LGBTI community. This year we provided some 1477 advices (up from 1251) to a total of 1175 clients (up from 1025). Virtually the only area we do not cover, at least for general advice, is commercial law. This is rare amongst Community Legal Centres and is made possible by the collective expertise of our staff and volunteer solicitors. To consistently and professionally provide this level of advice over such a broad range remains a significant achievement.

Another significant achievement this year has been an increase in the casework undertaken by the Centre. This year we opened 91 new cases, an increase of close to 50% on last year. The usual caseload now runs at around 100 current open cases. We closed 66 cases during the year- up from 51 the previous year. While providing advice and minor assistance through the advice sessions and follow-ups by staff and

PLT students is an invaluable service, the most disadvantaged clients need a lawyer to act for them. We have increasingly taken on more clients for casework and more complex matters for those clients, including where necessary representation in court. ICLC has had matters this year at all levels of the court hierarchy. This also indicates a marked increase in the level of service we now provide. In addition to Local Court representation, in 4 matters I appeared in District Court Appeals, we have one matter still proceeding in the Supreme Court, and in another matter I appeared on a hearing in the ADT.

This outline of the legal work undertaken this year is enough to indicate that the Centre is not able to service any greater number of clients with current resources. Equally, it has become increasingly difficult for me to be able to undertake and provide proper supervision of advice and casework, without additional resources.

The following brief over view of some of the matters I have dealt with over the year illustrates the assistance we have been able to provide.

I appeared for 8 criminal clients, 4 were pleas of guilty, the remaining 4 were all acquitted. These included a:

- gay man, who was a student, charged with assaulting a bouncer in a gay club
- transgender man charged with assaulting a co-worker whom he alleged had harassed him at work on account of his transgender status
- lesbian woman charged with assaulting her former partner. The charge was only laid after we had successfully defended an AVO

brought by the police on behalf of her partner

- 70 year old gay man in public housing charged with assaulting another elderly man in the estate, whom our client alleged had been harassing him on account of his sexuality.

The other criminal clients showed marked disadvantage: three were transgender women with mental illness and/or brain damage, one had been incarcerated in protection in a male prison for 4 months for a shoplifting charge. This was on the basis of breach of a prior suspended sentence, for which we attended in Wagga Wagga District Court. After dealing favourably with that matter, we were able to deal with the shoplifting charge, and get her out of custody.

In the civil practice, we were able to get a debt extinguished by a Bank where it had given credit to a person with significant intellectual disability. We were successful in obtaining a settlement for a transgender woman who alleged her employment was terminated on her transgender status becoming known in the workplace.

## Other Activities

We have expanded our outreach to sex-workers, one of the most marginalised groups in our community. As a Community Legal Centre in Kings Cross, we are well placed to provide this service and have this year sought to expand our outreach to these clients. Through our relationship with SWOP, we now run a regular monthly clinic at SWOP. We have undertaken casework for a number of these clients. In addition, we have attended Wollongong SWOP on a needs basis, and have provided phone

advice to Newcastle SWOP clients. I take this opportunity to thank Alana Yap for assisting with these clients and their issues.

We have started a relationship with the MSIC, and will be providing workshops there during the period of the next annual report. We have provided articles and research on Police Powers and availability of pharma-substitutes in custody for the NUAA publication, Users News.

We continue to do a night sex workers outreach with the Gender Centre, and provide an approximately monthly general advice clinic at the Gender Centre. I have been on the steering committee of the TGAVP, and have presented on legal issues for trans parents at the Gender Centre's trans parents group. Again, thanks to Alana for assisting with this.

We continue to provide Project Blue at Mardi Gras and Sleaze ball.

We continue to be represented on the ADB sexuality and gender diversity consultative committees.

We attended the HRC consultations relating to the possibility of Federal Anti-Discrimination legislation on sexuality and gender diversity, and prepared a submission for this. I thank Amy McGowan for her work on this.

None of this would have been possible without the energies and commitment of our staff and volunteers, whom I take this opportunity to thank and acknowledge. In dealing with my work specifically, I have had the assistance of this year's PLT students: Jarrah Hoffman - Eckstein & Robbie Blanch. Their keen enthusiasm and intelligence has been employed in the service of some of ICLC's most disadvantaged and sometimes most challenging clients, and has been invaluable to those clients and to me.

I look forward to providing legal assistance to those most in need next year. It does have its rewards however, as indicated from this thank-you card from a client:

*"Thank you for everything you've done to help me. I would probably have a criminal record without ICLC & your hard work. I owe my future to you".*

*Ros Mayne*  
PRINCIPAL SOLICITOR



Dan Stubbs Justice Michael Kirby NovieKurniawan Alana Yap, Rob Wilcox ICLC's 30th Birthday Cutting the Cake



Roslyn Mayne

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### **1995** Childbearing Status used to Exclude HIV Woman from Accessing Clinical Drug Trials

ICLC becomes involved in a discrimination test case for an HIV+ woman who has been denied access to a clinical drug trial solely on the basis of her potential childbearing capacity. Sadly the complainant dies before the Federal Court resolved the matter in her favour.

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**1996** ICLC Wins Major Victory in HIV and Homosexual Vilification Case With the assistance of ICLC, a client who has been subjected to ongoing public harassment about HIV and homosexuality is awarded \$50,000 damages for pain and suffering by the Equal Opportunity Tribunal. This is the first HIV and Homosexual vilification case in NSW.

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# Safe Relationships Project (SRP) Report

The SRP has had a busy year with a combination of casework and project work. We had a further 30 clients approach the service from 1 July 2010 to 30 June 2011 for assistance with domestic violence and AVO matters.

The SRP gave assistance to 8 lesbian clients, 19 gay male clients, 2 transgender females and 2 transgender females. There were no intersex clients (that we know of) that approached the service.

We also commenced the Safe Relationships Community Education Awareness Project (SRA) a 12-month community legal education campaign aimed at creating awareness of domestic violence in GLBTI relationships, which was funded by the NSW Office for Women

## The SRA consisted of:

- producing GLBTI domestic violence awareness resources;
- publishing domestic violence articles in GLBTI publications,
- undertaking GLBTI domestic violence awareness promotion through paid

advertising;

- delivering GLBTI domestic violence workshops/community legal education; and
- follow up evaluation.

A key aspect of the SRA project was the development of a successful advertising campaign that we later developed into posters and post cards resources.

We received excellent feedback about the ads from both community members and service providers:

*“Great Ad in SX re DV. We were just talking about HIV outing as abuse in relationships last week. Thanks.”*

(Email sent to ICLC from CEO of Positive Life Centre, 17 March 2011)

*“Thank you for having those DV ads in the gay press recently. It really made me think about my and my friends relationships”*

(Attendee at Camp Betty Workshop on bullying and domestic violence within the GLBTI community, 11 June 2011)

Another element of the SRA project was providing CLE to regional areas of NSW. I went to 8 regional

areas and presented to local agencies about the SRP. In Lismore and Newcastle this also consisted of organising a one-day forum about domestic violence in GLBTI relationships. This one day forum was also replicated at Penrith. (The below table describes this range of forums.)

In May 2011 we received some good news from the Attorney General, Greg Smith, informing us that the Public Purpose Fund will continue to fund the SRP for a further three years.

I’m looking forward to another year of assisting the GLBTI community through the Safe Relationships Project.



*Kate Duffy*

SAFE RELATIONSHIPS PROJECT OFFICER

Area/Location	Date	Format/Event
Far South Coast: Narooma	Wednesday 3 November 2010	Presentation at a legal showcase day event.
Central Coast: Wyong	Wednesday 10 November 2010	Presentation at a CLSD meeting.
Hunter Region: Newcastle	Tuesday 16 November 2010	One day LGBTI domestic violence forum in partnership with ACON Hunter.
Central West: Dubbo	Tuesday 15 February 2011	Presentation at CLSD meeting.
Albury	Saturday 19 February 2011	Presentation at a LGBTI community event with Hume Phoenix.
Central Tablelands: Bathurst	Tuesday 1 March 2011	Presentation at CLSD meeting.
Greater Western Sydney: Penrith	Thursday 17 March 2011	One day LGBTI domestic violence forum with SOAR interagency.
Illawarra: Shoalhaven	Tuesday 12 April 2011	Presentation at a local DV interagency meeting with ACON Sydney.
Northern Rivers: Lismore	Thursday 2 June 2011	LGBTI domestic violence forum with local agencies.

# Family Relationship Centre Partnership (FRC) Project Report

## 1997 Unfairly Dismissed Employees find Guidance in New ICLC Publication With funding from the Law and Justice Foundation of NSW, ICLC publishes the much needed An Employees' Guide to Unfair Dismissal.

We are pleased to continue to provide legal services in partnership with the Sydney City Family Relationships Centre (SCFRC). This is part of a national program supported by the Federal Government. In our partnership ICLC provides legal services to clients referred to us by the SCFRC. Many of the referred clients are disadvantaged in some way. Notwithstanding the limited resources available to ICLC for this partnership, we provide individual legal advice, drafting orders to formalise parenting agreements reached at FDR, representation in lawyer assisted mediation and assistance with court applications where needed. I have also given occasional information sessions to professionals, including workers at the SCFRC.

During 2010-11 I saw 145 clients of which 48 (33%) required significant minor assistance, representation and/or other forms of legal assistance beyond basic advice. Due to their complex needs or situations the majority of clients required a number of appointments and/or ongoing support. My work has tended to focus on individual legal advice due to the high demand and the finding that this was the most effective form of assistance.

During the year I have also provided representation in a number of lawyer assisted mediation sessions for clients assessed as appropriate for mediation but in need of legal support in the process. Lawyer assisted FDR has been relatively slow to take off across the sector, not least due to the problem of each FRC being partnered with only one lawyer. To provide lawyer assisted FDR we obviously need to provide a lawyer for both parties and the time this takes is prohibitive within the constraints of the program. Involvement of private practitioners is seen as problematic for various reasons, including because the program protocols

require participation by lawyers be based on the collaborative law model in as much that the lawyer involved in FDR cannot later act for the client in proceedings.

### Case study

Bradley had had been referred to ICLC by the FRC as he had not received legal advice, he had a quite difficult divorce and an inability to reach agreement about the children. I first assisted Bradley with an application to court. We were able to arrange the lawyer assisted FDR prior to the first court date, with Bradley's ex-wife represented by a lawyer from another CLC, and resolve the matter out of court by lodging consent orders.

### Our Partner: Sydney City FRC

The strong working relationship between ICLC and SCFRC is a testimony to the hard work of both organisations, open communications, and regular steering committee meetings that strategically consider any challenges and upcoming issues. As with the partnership overall, the relationship building has been a great success with ICLC receiving extremely positive feedback on our service from FRC staff.

The SCFRC provides parenting advice, referral and mediation, assisting separated parents reach agreements about their children. Mediators at FRCs are accredited Family Dispute Resolution Practitioners (FDRP) and this specialised mediation is called Family Dispute Resolution (FDR). The court must not accept an application for a parenting order unless the applicant has first made a 'genuine effort' to resolve the dispute with assistance from a FDRP. There are of course exceptions, including in the case of family

violence, child abuse, and urgency. The SCFRC provides the FDR service largely free of cost. If for one reason or another FDR is not to go ahead, or if agreement is not reached, the FRC issues a Section 60I Certificate which must be filed with an application for parenting orders.

We continue to work closely with other CLCs in this program, particularly our closest neighbour Marrickville CLC who is partnered with Sutherland FRC. All the CLC family lawyers working in the FRC partnership program meet quarterly to share our experience and discuss issues.

The Australian Institute of Family Studies evaluated the program in late 2010, with very positive results. The program was assessed as achieving its core objectives. In particular, the program has successfully

- assisted clients engage more confidently in the non-adversarial dispute resolution process offered by the FRCs;
- reinforced the FRC's focus on the child's best interests;
- addressed power imbalances between parties, thus increasing accessibility to the FRC service.



Lou Kyle  
FAMILY LAWYER

# The Legal Needs Assessment Project: 'OUTING INJUSTICE'



The Legal Needs Assessment Project began towards the end of 2010. The project aims to significantly improve understanding of the legal needs of Lesbian, Gay and Bisexual, Transgender and Intersex people in NSW with a view to developing appropriate initiatives, services and education to meet those needs.

A survey tool was developed to ask about the experiences of LGBTI people across NSW. We asked about experiences in a number of areas including:

- Experiences in public places and online
- Experiences at work
- Experiences in relationships
- Experiences with children
- Experiences with government organisations

*"The survey found that one in ten people experienced actual physical or sexual violence, four in ten people experienced threats of physical or sexual violence and six in ten people had experienced discriminatory or offensive comments."*

As well as distributing the survey through existing networks, the survey was publicised through online advertising campaigns featured on LOTL Magazine, Sydney Star Observer, SX Magazine, Cherrie Magazine and SameSame. The survey was launched at Mardi Gras in March 2011.

*"I had bad experiences with a neighbour in*

*a more isolated community, which is why we moved to where we are now."*

By the end of April, 591 people responded to the survey. Of those respondents, 408 responses lived in Inner Metropolitan/ Sydney Local Government Areas and 183 responses lived in other regional areas around NSW.

The responses indicated that there is a high level of need for information services, legal advice, education and awareness across NSW. The survey also highlighted that despite developments and law reforms, there are still gaps in legislation that require further attention.

*"I've had problems with a private school promoting homophobic views, they threatened to revoke my prefect status when I was outed."*

Experience of harassment, bullying, humiliation or mistreatment by a colleague or someone at work because you identify as LGBTI

The results of the survey will be published in a report entitled "Outing Injustice. next year" The recommendations in the report will assist the ICLC in the future development of its services.



Alana Yap  
PROJECT OFFICER

# Volunteer Solicitor's Report

**1998 NSW Dept of Corrective Services Recognises the Special Needs of Transgender Inmates** After several years of lobbying, the Department of Corrective Services finally implements its Policy for the Management of Transgender Inmates. The Policy's release coincides with ICLC's involvement in a District Court case in which a former transgender inmate sues the Department for its alleged breach of duty of care.



*Coco Kayne*

This is my sixth year volunteering at the ICLC.

I have seen many changes at the Centre during this period: the Centre has moved premises, technology has been upgraded (so much so that, I'm ashamed to say, I usually have no idea how to find the internet browser), and staff have come and gone.

I am always amazed by the breadth of legal issues that arise in the course of the Centre's practice.

I attend on Tuesday evenings, and in the last six years I've been asked about everything from violent crime to neighbourhood tiffs.

Discrimination matters also feature strongly.

There is no doubt that this remains a widespread

problem and that the Centre's policy work in this regard is therefore all the more important.

I have also observed the development of three trends.

First, the use of the Centre by people who can afford legal representation. I frequently see people at the Centre who will admit during the course of an interview that they own real property (often more than one) and have fairly substantial assets. Indeed, about a year ago I saw a client who admitted to working as a trader at Macquarie Bank. I made sure this bloke was unceremoniously sent away and I believe this approach should be applied with more rigour. There are too many people who cannot access legal help - the Centre does not have the time or resources to assist those who can.

Secondly, I have seen the Centre's clientele expand. It's no longer a legal centre that caters only for inner city residents: it is a centre that attracts clients from all over Sydney and beyond. By way of example, when I attended the Centre two weeks ago I saw three disadvantaged clients from the Northern Beaches. I do not know whether this trend is attributable to the inadequacy of legal aid funding in this state and the fact that there are too few community legal centres or the Centre's growing reputation. I suspect it is a bit of both.

Finally, through all this, I believe the Centre has strengthened its commitment to what it does best: providing quality legal advice to the people who need it most. The Centre has developed a real identity. Our centre is not just a legal services provider to the underprivileged. It's a legal centre that stands up for equality and

justice for all and makes sure its voice is heard.

It's an honour for me to have the opportunity to continue to make a contribution to such a worthy cause.



*Bran Black*

VOLUNTEER SOLICITOR

# Corrs' Secondee Report

The Centre has continued its relationship with Corrs Chambers Westgarth by hosting three of the firm's law graduates for half a day each week. Toby, Tristan and Jess, the secondees for the 2010/2011 year, enjoyed getting their teeth stuck into a wide range of, at times highly colourful, matters as well as being able to contribute to the impressive and much-needed legal services ICLC provides to the community.

Toby saw first-hand the discrimination faced by members of the LGBTI community and the value in having a specialist service such as ICLC to address the specific needs of these groups. At the request of a regional legal service, Toby prepared an advice on whether an individual sex worker required a development consent to operate from her residence. The substance of this was expanded into a factsheet for the Sex Workers Outreach Project. During his secondment, Toby also assisted with a victims compensation claim for an immigrant woman who was the victim of what was "essentially sexual slavery", and was involved in making an anti-discrimination complaint on behalf of a transgendered woman who was fired from her job after complaining about bullying on the basis of her gender status.

About his time at ICLC, Toby has said:

*"I have a much greater appreciation for the role of the community legal sector in ameliorating difficult access to justice issues... including language barriers, mental illness and homelessness."*

Toby has continued his relationship with ICLC as a volunteer solicitor at the Centre's drop-in advice sessions.

While at ICLC, Tristan had the opportunity to work on a diverse range of matters, from individual client advice work to preparation of information sheets for the broader community. Following on from Toby's earlier research, Tristan prepared a fact sheet for the Sex Workers Outreach Project, outlining legal zoning

requirements where sex workers wished to operate from a residential property. He was also able to assist with several Victim's Compensation applications, obtaining instructions for an extension of time for a historical child sexual abuse claim. He then prepared the client's statutory declaration in response. Tristan also lodged several Government Information and Public Access (GIPA) Act applications as part of this process.

Together with PLT student Robbie Blanch, Tristan collated and scheduled a large number of documents in response to a subpoena served on ICLC by a former client, assessing documents for privileged status. Tristan, with fellow Corrs colleague Collette Griplas, attended the Supreme Court for the response to this subpoena.

The highlight of Tristan's time at ICLC was preparing two complaints to the NSW Police force alleging a serious break of police procedures and legislation in effecting an arrest. This involved analysing the details of the incident, which was captured on CCTV cameras, and liaising with the clients who are now located overseas.

Of his time at ICLC, Tristan said:

*"I really valued the mentoring and trust bestowed on me by all the staff at ICLC. I was able to see that the work I was completing meant a lot to those whom were unable to obtain redress otherwise."*

Jess is the current Secondee from Corrs. With big shoes to fill following Tristan (he is really tall), she has continued some of his work involving unlawful arrests by the NSW Police and their mistreatment of clients who are now located overseas. On her first day, Jess assisted in a matter involving a tenancy dispute, the result of an atrocious instance of domestic violence. She has also been involved in compiling evidence for Victims Compensation claims for clients who were subject to abuse as children and has assisted in drafting submissions for a matter in

which the ICLC is appearing before the Victim's Compensation Tribunal.

One of the most interesting matters Jess has been lucky enough to work on involves a claim to the NSW Anti-Discrimination Board for vilification on the basis of sexual orientation via social mediums like YouTube and Facebook. ICLC has extended this particular claim to include Google, the registered owner of YouTube for failing to remove an offensive video from the site. Jess has thoroughly enjoyed working on this matter so far and is really excited to see where it will lead.

About this matter in particular, Jess said:

*"It's really cool to be able to push the realms of discrimination law to a new level whilst at the same time knowing you are making a difference to the suffering experienced by a single person"*

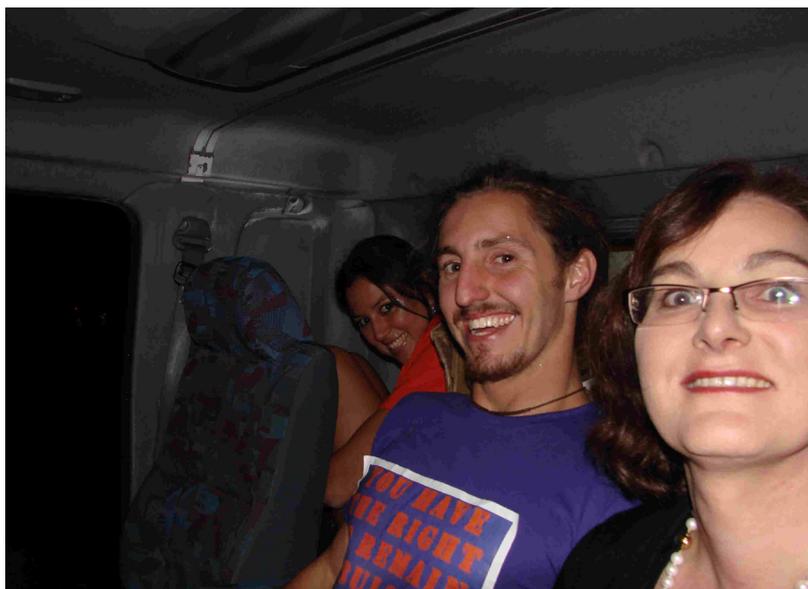
A big thank you to Dan, Ros and all the lawyers and volunteers at the Centre for making us feel welcome and making an extraordinary effort to involve us in a vast range of interesting matters. The graduate secondment program is a great opportunity for Corrs' young lawyers to use and develop their skill-sets in a very practical way while contributing – albeit in a small way – to empowering some of our marginalised communities. The relationship between Corrs and ICLC will continue throughout 2011-2012, with a new secondee due to start later in the year.



*Toby Collis, Tristram Blom and Jessica Harvie*

# Practical Legal Training (PLT) Student Report

## PLT at the Inner City Legal Centre - 'the BUNKER'



*Alana Yap, Robbie Blanch and Ros Mayne*



*Jarrah Hoffmann-Ekstein*

You may be asking “why the BUNKER?” Well it’s simple: we work below ground, the entrance is surveyed by a security camera and we have panic buttons under our desks. Oh, and Alana ensures a high level of military discipline is adhered to when it comes to the return of stationary to her desk.

Now that we have cleared up ICLC’s new moniker, we can comment a little on PLT!

Whether it was travelling to Wagga Wagga on a crusade to have a female transgender client released from an all male gaol, getting our eyes scanned to get into prisons, providing legal assistance to sex workers, trekking alone to Courts across Sydney to do mentions for the first time, or even building a float for Mardi Gras, we were never without interesting work as PLT students at the ICLC!

The six months we have spent at ICLC have provided us with unique and valuable experience. We have learned to adopt a strategic approach to communicating (haggling) with court registries, the Police, and Judges’ associates. We’ve learned to write letters and trawl GIPA documents like pros. But we’ve learned the

most from our contact with clients and watching the volunteer solicitors in action on advice nights. We’ve met some unique and wonderful characters who we will never forget.

We would like to thank everyone at ICLC for taking us under their wings and exposing us to their worlds. Amy, for being an ambassador for veganism, and her untiring efforts to make sure victims of crime are compensated. Kate, for supporting a pro-cycling attitude towards city living and running the Safe Relationships Project. Lou for her fabulous black and red ensembles and pursuing justice through family law. Alana for setting a supreme example of a tidy and organised work environment and doing a brilliant job of the LGBTI Legal Needs survey. And Dan, for coffee, for giving us the opportunity to volunteer at the ICLC (despite Robbie having dreadlocks) and of course, for keeping the centre running.

Further, we must not forget the new age of filing that has dawned upon the ICLC with the introduction of the Craig O’Brian Living-Memorial Compactus! So, when Craig isn’t out driving Miss Daisy he, together with the mysterious Maria

will be ensuring that the ICLC passes its annual audit with flying colours – we have been told that this is quite important. Please note that star volunteer Effie has expressed a concern that she could get stuck in the Compactus, so please keep an eye out for her in our absence.

Now, last but certainly not least we wish to pay homage to our PLT supervisor, Ros Mayne and the exceptional tutelage she has provided. She has been simply “brilliant” to quote the lady herself. Ros’ fastidious knowledge of the law, together with her coveted vocabulary, have enriched our minds and conversational abilities. We particularly thank Ros for giving us the word “apocryphal”, which we decided was as a far more articulate manner in which to state an objection on the basis of hearsay (nerdy lawyer joke). Ros, “you’re a genius”!

We thank all of you who make up the ICLC, from the Board to the front desk volunteers, and (to quote Ros one more time) we trust that you are all unwavering in your daily pursuit of justice!

*Robbie Blanch and Jarrah Hoffmann-Ekstein*

Every good document requires a disclaimer, and it needs to be in really small font: we attribute the use of any ‘big words’ or quotations in this document to Rosslyn Mayne!

# Student Volunteer Report

**1999** The Community Learns the True Meaning of de-facto with a bit of Help from ICLC After a long struggle by the gay and lesbian communities, the Property (Relationship) Legislation Amendment Act.

**1999** (NSW) is finally passed. ICLC has been involved in conducting ongoing community education campaigns around the new legislation and its expanded definition of de-facto.

As a student volunteer at ICLC, the major part of my role is at the coalface of the Centre – answering the phones. The sheer number of callers alone means that I speak to people who have problems and lives which are vastly different from my own. But as a community legal centre which provides free legal advice to people in the inner city area, as well as the only centre in the state which specialises in the provision of legal advice to LGBTIQ clients, I am regularly exposed to a range of legal – as well as political, social and economic – problems. These problems play out in the lives of the people I speak with at ICLC in ways which are rarely encountered in the ‘regular law school experience’ of legal principles and abstract exam questions involving characters A(aron), B(etty) and C(atherine).

Being involved with ICLC doesn’t just mean being involved in community legal needs and access

to justice on the Centre’s premises. In 2011, student volunteers celebrated Mardi Gras with ICLC: assisting at the information tent at Fair Day, wearing giant heart costumes to promote the Same-Sex Domestic Violence Project, helping out with the construction and decoration of the float, as well as marching and dancing in the Parade. It was a great opportunity to celebrate Mardi Gras as well as do a little bit of shameless self-promotion.

My favourite part of Mardi Gras 2011 was helping out after the parade as part of the Project Blue initiative. This basically involved looking out for party goers who’d been (strip) searched by police and asking them if they’d like legal advice from a solicitor at ICLC – without inadvertently offering advice to undercover police officers ‘camouflaged’ in cargo pants amidst a sea of leather and lycra.

When I tell people that I volunteer at ICLC, they often say that one must “see it all there.” But at ICLC, I’m always in the process of seeing more; almost always I go home after a shift at the Centre having spoken with a client whose story is unique and surprising. In equal measure, though, I will come away horrified by someone’s story – for this reason alone I am grateful to be a part of a Centre which, regardless of its effect in broadening my own horizons or confirming the principles in which I believe, facilitates access to high quality legal advice that will improve the lives of individuals and the vitality of communities.

*Emma Wise*  
STUDENT VOLUNTEER



Emma Wise



Fair Day- Michelle Aitken, Rebecca Mammarella & Claire Poppelwell as Safe-Relationship

# ICLC Legal Services

Throughout the year the Centre provided a wide range of legal services in the areas of Civil including discrimination, neighborhood disputes, contract and administrative law etc, Criminal, Employment, Family which include our specialist legal service to the GLBTI Communities.

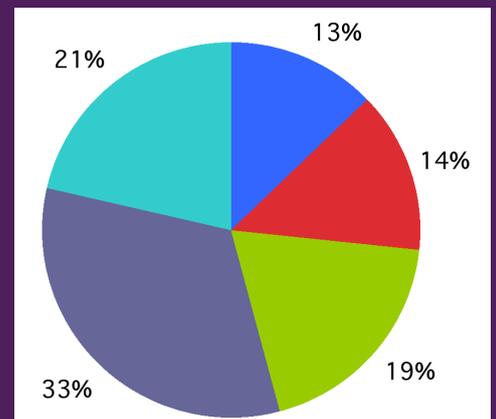
## Clients taken on/represented by ICLC

The Centre is only able to take on a limited number of clients in any year. Those we do take on are likely to be experiencing extreme disadvantage and/or present us with an opportunity to create case-law based law reform that is likely to assist other similarly marginalized groups.

During 2010/11 we took on 94 clients covering a wide range of issues as indicated on the following chart.

### Clients Taken On/Represented by ICLC

Civil	Dark Blue	12
Criminal	Red	13
Discrimination	Green	18
Family	Purple	31
Victims Compensation	Sky Blue	20
	TOTAL	94

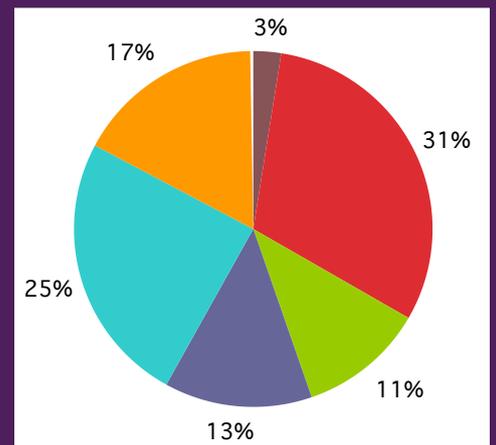


## Advice Sessions

Our advice sessions continue to be in high demand and the advice provided covers the wide spectrum of the law as indicated by the following chart.

### Stats Control Graph

AVO	Dark Blue	30
Civil	Peach	365
Criminal	Lime Green	135
GLBTi	Purple	155
Employment	Sky Blue	294
Family	Orange	203
	TOTAL	1182



## Employment

The Centre does not employ a solicitor with specialist employment skills; although we are often called on to provide basic advice. Most of our employment work has to be limited to the extensive and valuable advice sessions provided by our volunteer employment solicitors on Tuesday and Wednesday nights. This limitation is often frustrating as often disadvantaged people seem to be treated poorly by employers, resulting in discrimination, unfair dismissal and unpaid wages. Nevertheless, in some extreme cases we have worked with ICLC volunteer employment specialists and/or specialist employment CLCs to assist particularly disadvantaged clients.

Jasper took them down but was aware that his colleagues had seen them. Jasper informed management and was informed that as the posters were taken down there would be no further action. The Inner City Legal Centre provided Jasper with ongoing advice about remedies available under employment law and discrimination law. With ongoing assistance from the Inner City Legal Centre Jasper was able to settle his matter.

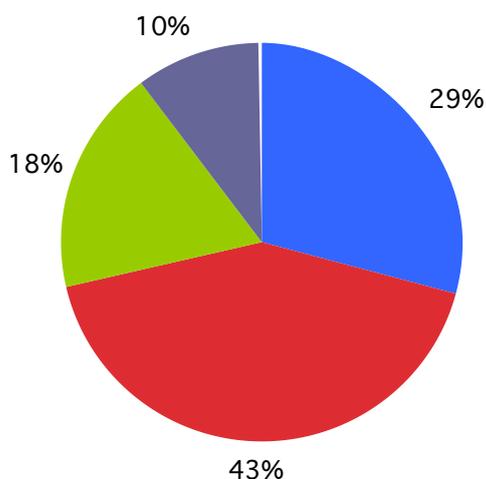
## Family law

The centre provides a large number of advice sessions each week in the area of family law. We are well supported in this by a number of highly respected family lawyers who are always happy to assist the Centre's clients.

The Inner City Legal Centre continues to offer support and representation for people who have been the victim of domestic violence.

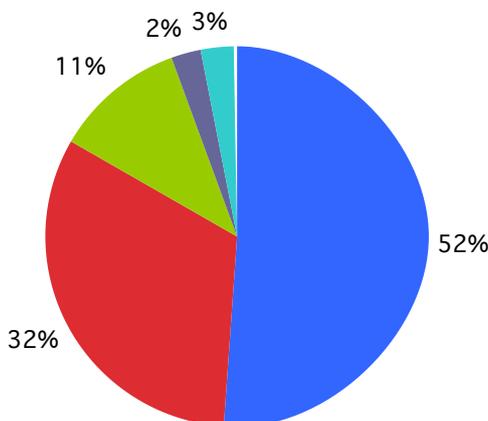
### Employment

Blue	Unfair Dismissal	86
Peach	Employment Conditions/ Entitlements	124
Lime	Discrimination/harassment	54
Other	Purples	30
	TOTAL	294



### Family Law

Blue	Children	104
Peach	Divorce	65
Lime	Property	23
Purple	Domestic Violence	5
Other	Sky Blue	6
	TOTAL	203



## Employment law case study

Jasper worked for a large chain store. One day he arrived at work to find his profile from a gay internet dating site put on the walls of the employees area of the store. Jasper was embarrassed. The profile included a picture so that there would be no question that it was his.

## Family law case study 1: Domestic violence

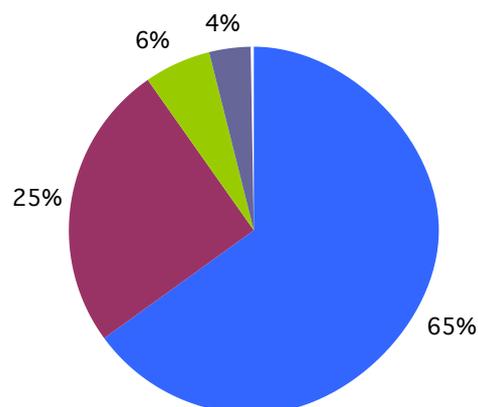
Lesley was in a domestic violence relationship for some years. She experienced physical, emotional and sexual violence at the hands of her ex-partner. ICLC has provided ongoing advice and representation in the many areas of her life affected by the violence. We supported Lesley in obtaining an AVO and applied for a divorce for her. We commenced a victims compensation claim and provided support to Lesley in her applications to Housing NSW. ICLC also assisted Lesley with her dealings with the police relating to the violence. Lesley continues to receive ongoing assistance from ICLC.

## General Matters

The Centre continues to provide advice across a wide spectrum of general law including General Civil, including Contract and Administrative, Consumer Claims, Credit and Debt, tenancy and Wills, Estate and Equity, Criminal, Apprehended Violence Orders and Discrimination.

### General Matters

Blue	Civil	344
Peach	Criminal	135
Lime	AVO	30
Purple	Discrimination	21
	TOTAL	530



**2000 “My Man Went to War – So I am a War Widow”** ICLC assists a client who has been denied a war widow’s pension on the basis that the Veterans Entitlement Act 1986 excluded same sex couples from eligibility.

## Discrimination

Discrimination matters dealt with during the year were wide and varied. Often these matters were workplace based -a very difficult area due to the often-intractable nature of disputes.

### Discrimination case study 1: Disability discrimination

Marie was offered a job and accepted the offer. Marie then disclosed a disability that required little to no adjustment in the workplace. The employer then withdrew the offer of employment based on their understanding of the disclosure. The ICLC has offered Marie advice in this matter and is assisting Marie in her complaint of disability discrimination.

## Criminal matters

We continue to provide advice and case work in a range of criminal matters, including assault, AVOs, and police complaints.

### Criminal case study 1: APVO

Joe is an Indigenous man living in the inner city. Joe is gay and lives alone in his Housing NSW accommodation. Joe’s neighbour started harassing him on the basis of his sexuality. Joe’s neighbour regularly walked past his house calling Joe names at the top of his voice. This distressed Joe, particularly because the last time the neighbour called out names Joe noticed that the family across the road was out the front and he was sure they had heard. Joe tried to ignore this behaviour but the behaviour continued.

ICLC provided Joe with advice and representation. We attended court with Joe and were successful in obtaining an interim Apprehended Violence Order. We went to final hearing and Joe opted for undertakings rather than going through with the hearing. Joe has not experienced the harassment since undertakings were provided.

### Criminal case study 2: Police complaint about homophobic violence

May attended a community event to see a band play. While at the venue May was approached by bouncers who called her homophobic names. May knew that this was not right and attempted to photograph them for the purposes of making a complaint. The bouncers physically assaulted May to prevent this. The Inner City Legal Centre continues to advocate for May in her complaint against the bouncer and the police who refused to investigate the assault.

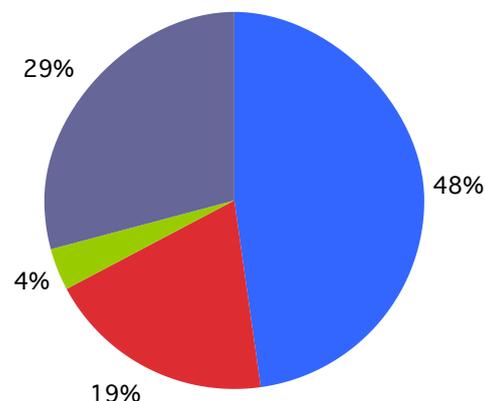
## ICLC Legal Services to GLBTI People

The Centre provides specialist legal advice and representation to the gay, lesbian, bi sexual, transgender and intersex Communities.

This area of advise is diverse ranging from civil, criminal, discrimination, employment, family etc.

### GLBTI Communities

Blue	GLBTI-Family	74
Peach	GLBTI-Discrimination	30
Lime	GLBTI- Employment	6
Purple	GLBTI-other	45
	TOTAL	155



## Lesbian & Gay Legal Service

In 2010-11, ICLC continued to provide specialist legal advice and representation to the gay and lesbian community. The most common legal problems of our clients were family law, neighborhood harassment, vilification and family violence. Here is an outline of some of the cases we have undertaken:

### LG case study 1: Superannuation

Hassan had recently lost his partner of 20 years. Hassan asked that we assist him in accessing his late partner’s superannuation and small estate. Hassan ‘s late partner’s family did not acknowledge their son’s relationship and aggressively denied its existence - even in the face of clear evidence to the contrary. ICLC provided Hassan with advice about his entitlements and assistance in pursuing these.

Hassan ‘s late partner’s family engaged a solicitor to protect the very small estate. ICLC acted for Hassan and briefed a barrister. However, Hassan was too distressed to continue, as he did not want to go through the process of ‘proving’ his 20-year relationship.

### LG case study 2: Births, Deaths and Marriages

Cindy had recently lost her partner. She had been caring for her through a long illness. Cindy was on a spouse visa. Cindy's late partner's family denied the relationship. In order to access some of her entitlements Cindy needed for the death certificate to be re-issued with her listed as partner. The Inner City Legal Centre made submissions to Births, Deaths and Marriages in order to get the death certificate re-issued. We were successful in our application to Births, Deaths and Marriages and then assisted Cindy to access the assistance of a specialist firm to assist her with her property matter.

### Transgender Legal Service

Monthly outreach at The Gender Centre continued in 2010-11. We provide advice and representation to clients through this service and to the broader transgender community.

### Intersex Legal Service

Our Intersex Advice Service has now been operating for two years, and we have assisted a number of clients with their legal matters



Rob Wilkins Birdie George Anastasi Fair Day 2011



Tiffany Driver



ICLC Tee Shirt

## ICLC Law Reform

**2001** Just What Every Girl Needs – A Self-Help Legal Guide to Self-Insemination With funding from the Law and Justice Foundation of NSW, ICLC publishes Talking Turkey, a guide to the legal issues surrounding information donor insemination arrangements in NSW

**2003** Sperm Donors and Lesbian Mums Learn How to Agree ICLC collaborates with the Gay and Lesbian Rights Lobby to provide information for sperm donors and lesbian mothers.

ICLC continued to advocate for our clients and lobby the government to change law and policy.

Our law reform activities this year included:

- Convening the National Association of Community Legal Centres LGBTI Network;
- Submission to the Australian Human Rights commissions inquiry into inclusion of LGBTI in Federal Sex-Discrimination Act;
- Lobbied the federal government to include sex and gender diversity and sexuality in federal discrimination law;
- Made submissions to the NSW and Australian law reform commissions to improve domestic violence legislation to take account of family violence against LGBTI people

- Family Violence submissions (14 January 2011)
- Letter to senate Family Violence Bill (29 April April 2011)

ICLC Staff have been members of the following groups and committees:

Same Sex Domestic Violence Interagency;

- Anti Discrimination Board's Sex and Gender Diversity Community Consultation;
- Anti Discrimination Board's Lesbian, Gay and Bisexual Community Consultation;
- NSW Attorney General's Gay, Lesbian, Bisexual and Transgender Strategic Framework Advisory Network;

- Eastern Suburbs Domestic Violence Network;
- Transgender Anti-Violence Project Steering Committee;
- Community Legal Centres NSW Employment and Domestic Violence/Victims Compensation Working Groups;
- National Association of Community Legal Centres Lesbian, Gay, Bisexual, Transgender and Intersex Network;
- City of Sydney Homelessness Interagency Committee;
- Board of CLC NSW.

## Community legal education

- Presentation for Amnesty International LGBTIQ network
- Presentation for Open Door network in Penrith on Discrimination, vilification and harassment, and safe relationships
- Regular community column for Sydney Star Observer
- Presentations Camp Betty - ICLC with ACON and the Gender Centre discussing violence with the LGBTIQ communities.
- Camp Betty: ICLC and Transgender community panel discussing the changes

to the laws affecting the transgender communities in NSW

- We updated "Fined Out The Guide to Dealing With Fines in NSW" in partnership with Legal Aid NSW.
- Regular columns in gay press on relevant community issues



Rob Wilkins Eva Karagiannis Fair Day 2011

# Volunteer Barristers/Solicitors July 2010 to June 2011

Alexandra NASH	Christine WU	Glenn GOULD	Keiko TOGAMI	Michael WHITBREAD	Roger de ROBILLARD
Ali SHIELDS	Craig MULVEY	Heidi MENKIS	Lauren Catherine ANTONINI	Mitchell COIDAN	Scott CORRISH
Anna DAWSON	Dale MILLS	Hilary KINCAID	Leitch Hasson Dent Solicitors	Nadia KARIM	Steve MILLER
Aran ALEXANDER	David KING	Ian CHENEY	Louisa FITZGERALD	Nadine ZETS	Sue BOWREY
Bradley MORTIMER	Deborah DINNEN	James RICHARDSON	Mark WHELAN	Natasha WELLS	Sukimi SAMUELS
Bran BLACK	Dominic WILSON	Jane CHRISTENSEN	MCCABE TYRELL LAWYERS	Neil CARTWRIGHT	Susan PRICE
Brenda STAGGS	Erin McKAY	Janine SMITH	Michael NIGHTINGALE	Nicholas KELLY	Tony MINEO
Carla FITZGERALD	Fiona MacGREGOR	Joanna DAVIDSON	Michael TIYCE	Nyree DEIRMENDJIAN	Talia EPSTEIN
Carly FIELDING	Gemma NAMEY	Joanna MANSFIELD		Paul BOERS	Trevor KHAN
Charles BANNISTER	George ANASTASI	Jon CHEUNG		Paul GUTERRES	

# Volunteer Students July 2010 – June 2011

Aimee MCINTYRE	Catherine KIRKPATRICK	Isha CAULFIELD	Kanin LWIN	Matt ALGIE	Rebekah LAM
Alex LAMBERTON	Christopher BESHARA	James LEAVER	Kate BLEASEL	Matthew KALYK	Rebecca MAMMARELLA
Alexandra NASH	Clement LUI	James SIN	Kate LINDEMAN	Melanie O'CONNELL	Robbie BLANCH
Amelia J BOYS	Courtney LEACH	Jarrad HARVEY	Katherine McCALLUM	Menaka VASUDEVAN	Samantha SEETO
Amelia MURRAY-LONG	Daniel Kelly	Jarrah HOFFMANN-EKSTEIN	Katie HO	Melysha TURNBULL	Sharin AHMED
Amjad SAMAKEH	Elana CHANDRAN	Jayne WEBBE	Kim NGUYEN	Michelle AITKEN	Spogemay MANGAL
Andi PETROPOULOS	Eleanor BUNTING	Jeffrey CHAN	Kieran KELLY	Michelle MA	Stephanie PAPAVALOU
Andrew Ming AN	Eliza RYAN	Jerry WU	Kit BAINGENT	Michelle Wen Bo MA	Stephanie STEINER
Andrew MA	Elizabeth WANG	Jessica JALLAD	Lana BANK	Monique VERMA	Suzanne CASTELLIS
Anita WISE	Ella KUCHAROVA	Jessica PINCUS	Louise CARTER	Natalie MOFFETT	Tanvi MEHTA
Anna ROBERTS	Emma HEARNE	Jessy WANG	Louisa TAN	Nicky AGHABI	Wilson LI
Bob LIN	Emma MOSES	Jocasta GILES	Lucinda VERGE-WALLACE	Niroshika WEERASINGHE	Win Win NAING
Brian KING	Emma WISE	Josan ANG	Luke POTTER	Patrick GLENDINNING	
Ben UNWIN	Indiana WILLIAM	Joy CHENG	Mahi PAPA KONSTANTINO	Priscilla LIN	
Bob LIN	Gordon JONES	Kam PIPER		Rebecca CHANT	
Brien KING	Iris CHEN				

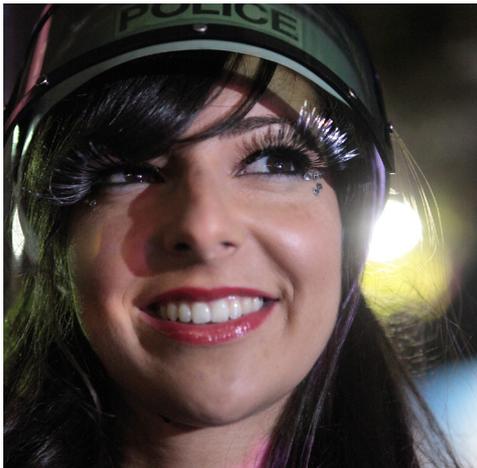
**2005** “Why Can’t I get my Surgery?” ICLC becomes involved in a discrimination test case for a transgender client who has been denied access to gender affirmation surgery.



Tiffany Driver



Fair Day



Michelle Schonstein



ICLC Event



Sue Bowrey

# ICLC

INNER CITY LEGAL CENTRE

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## ICLC Financial Statements

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# Inner City Legal Centre Directors' Report

Your directors present their report on the company for the financial year ended 30 June 2011.

The directors in office over the period up to the date of this report included the following members:

## **Vanessa Viaggio (BSSc LLB)**

*Director/Co-chair*

Vanessa has worked in the public sector in roles with a legal and social justice focus. She has been involved with the Centre through her current employment at the NSW Attorney General's Department, where she specialises in GLBT issues.

## **Paul Boers (LLB) resigned 29 January 2011**

*Director until 29 January 2011*

Paul is a lawyer in private practice specialising in family law. He has been a volunteer solicitor with the Centre from 1995 to 1998, and then 2003 to present, and has been involved in legal and community education initiatives via the Centre concerning gay and lesbian family law issues.

## **Joanna Davidson BA (Hons) LLB, LLM**

*Director/Treasurer*

Joanna is a government lawyer, specialising in Administrative Law. She previously worked as a solicitor in private practice in Sydney and New York. She has been a volunteer solicitor with the Centre in 2006, and from 2010 - present. She is a sessional lecturer in Faculty of Law at UNSW and has been involved in clinical legal education initiatives, both as a student and as a lecturer.

## **Sue Bowrey (BA LLB)**

*Director/Secretary*

Sue is a solicitor in private practice specialising in personal injury law. Sue has been involved as a volunteer and from time to time as a staff member of various community legal centres since the early 1990s.

## **Rob Wilkins (EdD)**

*Director*

Rob works in the fields of adult learning, community development and harm reduction in public health. Much of Rob's work focuses on issues of access and equity.

## **Phinn Borg**

*Director*

Phinn is the General Manager of The Gender Centre Inc. He has extensive experience in working with the Transgender Community from 1991 to present date from a background in Social Welfare particularly relating to youth homelessness, housing, people incarcerated within the Prison system, and has an excellent understanding of the complexities surrounding gender. He has worked closely with transgender people in addressing the complex issues associated with sex work, gender dysphonia, and HIV/AIDS as well as Hepatitis in all its forms.

## **Eva Karagiannis**

*Director*

Eva is a Solicitor/Advocate with Legal Aid working in Family Law and specialising in children's advocacy. She has been an Accredited Specialist in Family Law for approximately ten (10) years. Eva also has links with various GLBTQ Community Associations.

## **Melanie Tully (BA LLB)**

*Director*

Melanie is a litigation lawyer at a Sydney firm and is also the coordinator of the firm's pro bono assistance scheme.

## **Kate Connors BA, LLB (Hons)**

*Director*

Kate has over 12 years experience in public sector policy analysis and law reform. Kate is currently employed as a Senior Adviser with COAG Reform Council Secretariat. She has been a board member and volunteer with a number of GLBT community organisations.

## **Craig Mulvey (B Com, Dip Law, LLM)**

*Co-chair/Director*

Craig is a barrister in private practice at the New South Wales Bar. He has volunteered at the centre since 2002 to present. Craig has represented many worthy clients of the centre on a pro-bono basis; particularly client's referred through the Gay and Lesbian Advice Service. Craig is a law lecturer at the Sydney partnerships of the University's of New England and Ballarat.

## **George Anastasi Appointed**

*Director*

George is a solicitor in private practice who has expertise in a range of legal areas including criminal, employment, discrimination and commercial law. He has extensive experience in legal issues faced by the gay and lesbian community. George has volunteered at ICLC, providing advice and community legal education for the Centre for many years.

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

# Inner City Legal Centre Directors' Report

**2006** Top Volunteer lawyer Recognised Paul Boers, ICLC Board member and volunteer, is awarded the Combined Community Legal Centres Group Award at the Justice Awards, for providing volunteer advice around family law and gay and lesbian families.

## Review of Operations

The net surplus of the company for the financial year amounted to \$3,544. No significant changes in the company's state of affairs occurred during the financial year.

## Company Objectives

Inner City Legal Centre currently has five major strategic objectives and related performance targets. To assist in achieving its strategic goals and performance targets, the directors and management have also identified a small number of key supporting strategies.

## Strategic Objectives

- 1 To enable people who live or work in the area to access free legal advice, information and referral.
- 2 To provide specialised casework in specific legal areas for clients who meet the criteria for priority service.
- 3 To raise our community's awareness of their legal rights.
- 4 To assist community organisations to identify and address their clients legal needs.
- 5 To contribute to the creation of a more just and accessible legal system.

## Supporting Strategies

- a. Provide free legal advice excluding immigration, conveyancing and commercial law.

- b. Undertake casework predominately in areas of domestic violence, discrimination, victims compensation, adult crime for clients who meet the criteria for priority service according to the centre's resources at any point in time.
- c. Provide referral information in all areas of the law.
- d. Produce and disseminate legal information through a variety of media.
- e. Contribute to the law reform process.

## Performance Measurement

The company has established annual performance targets for each strategy. These targets focus the efforts of the Board, Management and staff and helps measure success in achieving the strategic goals stated above.

- a. Face to face advice = 1,000
- b. Target number of cases opened = 60
- c. Target referrals and information provisions = 1,500
- d. Target number of publications = 1 per year
- e. Target: ICLC open 5 new law reform matters/ participate in projects

## Principal Activities

The principal activities of the company during the financial year were to provide free legal advice and assistance on a range of issues including; employment law, family law, criminal law, discrimination, domestic violence, credit and debt, fines and victims compensation. No significant change in the nature of these activities occurred during the financial year.

## Subsequent Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

## Member's Liability

The company is a company limited by guarantee and has no share capital. Its constitution provides that no portion of the income or property of the company shall be paid or transferred directly or indirectly by way of Surplus to the members of the company. Accordingly, no dividends or distributions have been paid to members during the year and no dividends have been recommended or declared for payment to members. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$2 each towards meeting any outstanding obligations of the company. At 30 June 2011 the number of members was 18 (2010: 17).

# Inner City Legal Centre Directors' Report

## Meetings of Directors

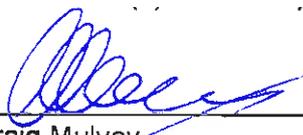
There have been 12 meetings of the Board of Directors in the Financial Year 2010/11. Of those meetings the Board of Directors have attended the following:

Name	Number Eligible to Attend	Number Attended
Vanessa Viaggio	10	5
Paul Boers	6	6
Joanna Davidson	10	8
Sue Bowrey	10	9
Rob Wilkins	10	8
Phinn Borg	10	6
Eva Karagiannis	10	6
Melanie Tully	10	8
Kate Connors	10	7
Craig Mulvey	10	8
George Anastasi	5	5

## Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under Section 307C of the Corporations Act 2001 is attached to this financial report.

Signed in accordance with a resolution of the board of directors made pursuant to section 310 (2) of the Corporations Act 2001.



Craig Mulvey  
Director



Joanna Davidson  
Director

Dated: 17 10 11

## Auditors Independence Declarations under Section 307c of the Corporations Act 2001

To The Directors of Inner City Legal Centre

As lead auditor for the audit of Inner City Legal Centre for the year ended 30 June 2011 I declare that, to the best of my knowledge and belief, there have been:

i. No contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and

ii. No contraventions of any applicable code of professional conduct in relation to the audit.



M A GODLEWSKI  
Partner

PITCHER PARTNERS  
SYDNEY

17 October 2011

# Statement of Comprehensive Income For the Year Ended 30 June 2011

	Note	2011	2010
		\$	\$
Revenue		504,733	402,005
Employee benefits		(371,595)	(293,605)
Administration Expenses		(66,932)	(73,165)
Other Expenses		(62,662)	(28,600)
Surplus before income tax expenses		3,544	6,635
Other comprehensive income		-	-
Total comprehensive income		3,544	6,635

# Statement of Financial Position For the Year Ended 30 June 2011

	Note	2011	2010
		\$	\$
<b>Current Assets</b>			
Cash and Cash equivalents	3	161,612	188,935
Other	4	11,108	6,112
Total Current Assets		172,720	195,047
<b>Non-Current Assets</b>			
Property, Plant and Equipment	5	28,642	21,427
Total Non-Current Assets		28,642	21,427
Total Assets		201,362	216,474
<b>Current Liabilities</b>			
Trade and other payables	6	40,484	90,511
Short Term Provisions	7	26,395	12,490
Other	8	20,678	7,315
Total Current Liabilities		87,557	110,316
<b>Non-Current Liabilities</b>			
Long Term Provisions	7	5,814	1,711
Total non-current liabilities		5,814	1,711
Total Liabilities		93,371	112,027
Net Assets		107,991	104,447
<b>Equity</b>			
Retained Earnings	9	107,991	104,447
Total Equity		107,991	104,447

# Statement of Cash Flows

## For the Year Ended 30 June 2011

	Note	2011	2010
		\$	\$
<b>Cash flows from operating activities</b>			
Receipts from grants and other income		514,438	456,298
Payments to Suppliers & Employees		(543,322)	(442,833)
Interest Received		13,861	7,390
Net cash provided by (used in) operating activities	11	(15,023)	20,855
<b>Cash flows from investing activities</b>			
Payments for Property Plant & Equipment		(12,300)	(2,115)
Net cash used in investing activities		(12,300)	(2,115)
Net Increase/(decrease) in cash held		(27,323)	18,740
Cash at beginning of year		188,935	170,195
Cash at end of year	11	161,612	188,935

# Statement of Changes in Equity

## For the Year Ended 30 June 2011

	Retained Earnings
	\$
Balance as at 1 July 2009	97,812
Surplus for the year	6,635
Total comprehensive income for the year	6,635
Balance as at 30 June 2010	104,447
Balance as at 1 July 2010	104,447
Surplus for the year	3,544
Balance as at 30 June 2011	107,991

# Notes to the Financial Statements For the Year Ended 30 June 2011

## 1. Statement of Significant Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial report preparation requirements of the Corporations Act 2001. The directors have determined that the company is not a reporting entity. Inner City legal Centre is a company limited by guarantee, incorporated and domiciled in Australia.

The report has been prepared in accordance with the requirements of the Corporations Act 2001 and the following applicable Accounting Standards and Australian Accounting Interpretations:

AASB 101: Presentation of Financial Statements;

AASB 107: Statement of Cash Flows;

AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors;

AASB 110: Events after the Reporting Period;

AASB 1031: Materiality; and

AASB 1048: Interpretation of Standards.

No other Australian Accounting Standards, Accounting Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report is prepared on an accrual basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets, and financial liabilities for which the fair value basis of accounting has been applied.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

### a) Property, Plant and Equipment

Each class of plant and equipment is carried

at cost or fair value less, where applicable any accumulated depreciation and impairment losses.

### Depreciation

All fixed assets are depreciated on a straight line over their useful lives to the company commencing from the time the asset is held ready for use.

The depreciation rates used for each class of assets are:

#### Class of fixed asset

Office Equipment

#### Depreciation rates

13 33 %

#### Depreciation basis

Straight Line

### b) Employee Benefits

Provision is made for the liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

### c) Income tax

The income of the Company is exempt from income tax by the virtue of the provisions of Section 23 (e) of the Income Assessment Act 1936.

### d) Revenue

Government grants are recognized at fair value

where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognized as income over the periods necessary to match the grant to the costs they are compensating.

Interest revenue is recognised when it becomes receivable on a proportional basis taking in to account the interest rates applicable to the financial assets.

All revenue is stated net of the amount of goods and services tax (GST).

### e) Financial Assets - Recognition

Financial assets are initially measured at cost on trade date, which includes transaction costs, when the related contractual rights or obligations exist.

### f) GST

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables are shown inclusive of GST.

### g) Critical Accounting Estimates and judgements

Estimates and judgements are based on past performance and management's expectation for the future.

Critical accounting estimates and assumptions

The company makes certain estimates and assumptions concerning the future, which, by definition will seldom represent actual results. The estimates and assumptions that have a significant inherent risk in respect of estimates based on future events which could have a material impact on the assets and liabilities in the next financial year are disclosed in the above accounting policies.

h) Adoption of Accounting Standards before their due date

Certain new accounting standards and Australian interpretations and other authoritative pronouncements of the Australian Accounting

Standards Board have been issued with an application date after the year ended 30 June 2011 which are not mandatory for adoption in the financial report for the year ended 30 June 2011, nor has the company adopted early any of these new accounting standards or UIG interpretations.

It is also considered that these new accounting standards or interpretations will not have a material impact on the financial statements.

2. Surplus Before Income Tax	Note	2011	2010
------------------------------	------	------	------

		\$	\$
Surplus before income tax has been determined after:			
Expenses:			
Audit fees		6,182	6,040
Depreciation of non-current assets:			
Plant and Equipment		5,086	5,658

3. Cash & Cash Equivalents	Note	2011	2010
----------------------------	------	------	------

		\$	\$
Cheque Account		8,954	3,771
ING Direct Business Optimiser		45,158	184,586
Petty Cash		200	460
Commonwealth Bank term deposit		5,000	-
ING Term deposit		102,300	-
ING Direct Business 2		-	118
		161,612	188,935

3. Cash & Cash Equivalents	Note	2011	2010
----------------------------	------	------	------

		\$	\$
Cheque Account		8,954	3,771
ING Direct Business Optimiser		45,158	184,586
Petty Cash		200	460
Commonwealth Bank term deposit		5,000	-
ING Term deposit		102,300	-
ING Direct Business 2		-	118
		161,612	188,935

4. Other Assets	Note	2011	2010
		\$	\$
Debtors		4,940	2,578
GST Receivable		3,257	-
Prepayments		2,911	3,534
		11,108	6,112

5. Property, Plant and Equipment	Note	2011	2010
		\$	\$
Office Furniture and Equipment		65,750	53,450
Less Accumulated Depreciation		(37,108)	(32,023)
Total Property, Plant and Equipment		28,642	21,427

6. Payables	Note	2011	2010
		\$	\$
GST Payable		-	7,875
Other Creditors		97	747
Funds Rec'd in Advance		29,706	70,474
PAYG Withholding tax payable		10,681	11,415
		40,484	90,511

7. Provisions	Note	2011	2010
		\$	\$
Current			
Employee Benefits	7(a)	26,395	12,490
		26,395	12,490
Non-Current			
Employee Benefits	7(a)	5,814	1,711
(a) Aggregate employee benefit liability		32,209	14,201

8. Other Liabilities	Note	2011	2010
		\$	\$
Current			
Accrued charges		20,678	7,315

8. Other Liabilities	Note	2011	2010
		\$	\$
Current			
Accrued charges		20,678	7,315

9. Retained Earnings	Note	2011	2010
		\$	\$
Retained earnings at the beginning of the financial year		104,447	97,812
Net Surplus attributable to the members of the company		3,544	6,635
Retained earnings at the end of the financial year		107,991	104,447

## 10. Company Details

The registered office and principal place of business of the company is 50-52 Darlinghurst Road, Kings Cross NSW 2011

11. Cash Flow Information	Note	2011	2010
		\$	\$
(a) Reconciliation of Cash			
Cash at the end of financial year as shown in the Cash Flow Statement is reconciled to the related items in the statement of financial position as follows:			
Cash at bank		161,612	188,935
(b) Reconciliation of cash flow from operations with surplus after income tax			
Surplus from operations		3,544	6,635
<i>Non-cash flows in Surplus after tax:</i>			
Depreciation		5,085	5,658
Loss on sale of assets		-	-
<i>Changes in Assets &amp; Liabilities:</i>			
Payables and accruals		(36,664)	2,753
Provisions		18,008	625
Prepayments and other debtors		(4,996)	5,184
Net cash provided (used in) by operating activities		(15,023)	20,855

# Inner City Legal Centre Directors' Declaration

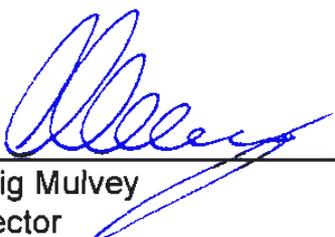
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**2007** Transgender Woman Given Right to Travel the World ICLC acts for a transgender woman who was denied an amended passport by the federal government because she was married. The Department of Foreign Affairs and Trade was ordered to issue her a passport that says 'female'.

**2009** Cutting Edge services for marginalised communities ICLC creates two world firsts: a legal advice service for intersex people, and the Safe Relationships Project: a service for people in same sex relationships, transgender people and intersex people who have experienced domestic violence.

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The directors declare that the company is not a reporting entity. The directors have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.




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**Craig Mulvey**  
Director

The directors of the company declare that:

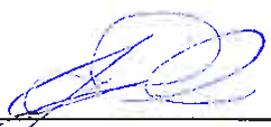
1. The financial statements and notes, as set out on pages 9 to 17 are in accordance with the Corporations Act 2001:

a) comply with accounting standards as described in Note 1 to the financial statements and the Corporations Regulations 2001; and

b) give a true and fair view of the company's financial position as at 30 June 2011 and of its performance for the year ended on that date with the accounting policies described in Note 1 to the financial statements;

2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.




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**Joanna Davidson**  
Director

**Date:** 17.10.11

# Independent Auditor's report

**2010 TAKE THAT Homophobic Vilifiers** ICLC, with extensive support from pro bono counsel, wins land-mark homophobic vilification case of Carter v Brown where client was awarded \$35,000 in damages for vilification of him by several individuals on the basis of his sexuality.

To the Members of Inner City Legal Centre

I have audited the accompanying financial report, being a special purpose financial report, of Inner City Legal Centre, which comprises the balance sheet as at 30 June 2011 and the Income statement, statement of changes in equity and cash flow statement for the year then ended a summary of significant accounting policies, other explanatory notes and the director's declaration.

## Directors' Responsibility.

The directors of the company are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report, and are appropriate to meet the requirements of the Corporations Act 2001 and are appropriate to meet the needs of the members. The director's responsibility also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from the material misstatement, whether due to fraud or error: selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

## Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on the audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. I conducted the audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements

relating to auditing engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risks assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing and opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report

The financial report has been prepared for distribution to members for the purpose of fulfilling the directors' financial reporting under the Corporations Act 2001. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for our audit opinions.

## Independence

In conducting our audit, I have complied with the independence requirements of the Corporations Act 2001.

## Auditor's opinion

In My opinion the financial report of Inner City Legal Centre is in accordance with the Corporations Act 2001, including;

- a) Giving a true and fair view of the company's financial position as at 30 June 2011 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
- b) Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.



M A GODLEWSKI

Partner

PITCHER PARTNERS

SYDNEY

17 October 2011