



## ANTI-DISCRIMINATION ACT 1977 - SECT 126

### Granting of exemptions by President

#### 126 Granting of exemptions by President

- (1) Granting of exemptions The President may, by order published in the Gazette, grant an exemption from this Act or the regulations or such parts of this Act or the regulations as are specified in the order in respect of:
- (a) a person or class of persons, or
  - (b) an activity or class of activity, or
  - (c) any other matter or circumstance specified in the order.
- (2) An exemption is subject to such conditions, if any, as may be specified in the order.
- (3) Duration of exemptions An exemption remains in force for the period specified in the order, which cannot be more than 10 years.
- (4) Renewal of exemptions The President may renew any exemption, for no more than 10 years at a time, by making a new order in accordance with subsection (1).
- (5) Variation and revocation of exemptions The power to make an order conferred by this section includes power, exercisable in the same manner and subject to the same conditions, to vary or revoke any order so made.
- (6) Applications in relation to exemptions The President may grant, renew, vary or revoke an exemption only on the written application of a person. The regulations may make provision for or with respect to the making of such applications.
- (7) In deciding whether to grant or refuse an application, the President may consult with such persons or bodies as the President considers appropriate in the circumstances.
- (8) The President must make a decision on any such application within the period of 60 days after the application is made.
- (9) Reviews of exemption decisions by Tribunal An affected person may apply to the Tribunal for a review of any of the following decisions ( "exemption decisions"):
- (a) a decision to refuse to grant an exemption,
  - (b) a decision to refuse to renew an exemption,
  - (c) a decision to grant an exemption (whether or not subject to conditions),
  - (d) a decision to vary or revoke an order granting an exemption.
- (10) For the purposes of subsection (9), a person is an "affected person" in relation to an exemption decision if:
- (a) the person applied for the decision or for the grant or renewal of the exemption to which the decision relates, or
  - (b) the person is otherwise directly affected by the decision.

(11) Section 53 (Internal reviews) of the Administrative Decisions Tribunal Act 1997 does not apply to any exemption decision

## **ANTI-DISCRIMINATION ACT 1977 - SECT 126A**

### **Exemption for special needs programs and activities**

#### **126A Exemption for special needs programs and activities**

(1) Nothing in Parts 3-4C renders unlawful anything done by a person in good faith for the purposes of or in the course of any program or activity for which certification is in force under this section as a special needs program or activity.

(2) The Minister may certify a program or activity to be a special needs program or activity if satisfied that its purpose or primary purpose is the promotion of access, for members of a group of persons affected by any form of unlawful discrimination to which this Act applies in an area of discrimination to which this Act applies, to facilities, services or opportunities to meet their special needs or the promotion of equal or improved access for them to facilities, services and opportunities.

(4) Certification for a program or activity remains in force for the period specified in the certification or (if no period is specified) until the certification is withdrawn.

(5) Certification may be withdrawn by the Minister at any time by giving notice in writing to the person who appears to the Minister to be the person who is in charge of the program or who has responsibility for the activity concerned.

(6) A person who is in charge of a program or activity may apply to the Tribunal for a review of a decision of the Minister under this section concerning the certification of the program or activity.

## Exemptions granted under section 126 of the Anti-Discrimination Act 1977

Applicant	Program	Sections	Year granted & no. of years	Expiry
Adage Pty Ltd	The exemption granted to Sage Co 31 May 2005 is varied to substitute Adage Pty Ltd in the place of Sage Co to provide the services on the same terms. The exemption applying to Sage Co is revoked.	<u>49ZY</u> <u>B</u> <u>(1)(a)</u> <u>and</u> <u>(b)</u> <u>49ZY</u> <u>H</u> <u>51</u>	31.5.05 (five years)	30.5.2010
Albury City Council	To designate, advertise and recruit Indigenous people only as tradespersons and trainees for the Wagirra Project	<u>8</u> <u>51</u> <u>52</u> <u>53</u>	16.3.09 (5 years)	15.3.2014
Arts Law Centre of Australia	To employ two Indigenous staff members for the provision of arts law services to the Indigenous community	<u>8</u> <u>51</u>	13.8.2003 (10 years)	12.8.2013
Australian Broadcasting Corporation	To advertise and recruit for an annual Television Sport Broadcaster Internship targeted at women applicants	<u>25</u> <u>51</u>	18.12.2006 (10 years)	17.12.2016
Australian Council of Social Service	To designate and recruit for a position as a Senior Policy Officer for an Indigenous person.	<u>8</u> <u>51</u>	8.5.2002 (10 years)	7.5.2012
Bengalla Mining Company Pty Ltd	To designate and recruit for up to 12 positions in its New Entrant Program for women only - conditions attached - for details contact the Anti-Discrimination Board	<u>25</u> <u>51</u>	4.7.2002 (10 years)	3.7.2012
Blue Mountains City Council	To designate, advertise and recruit for two Traineeship positions for people of Aboriginal and Torres Strait Islander Background	<u>8</u> <u>51</u>	10.01.2007 (10 years)	9.01.2017
Boeing Australia Pty Ltd	Includes: to enable the Applicant to ask present and future employees and contractors to declare, to the best of their knowledge and belief, their; (i) exact citizenship (including any dual citizenship); and/or (ii) place of birth; To identify employees accordingly,	<u>8</u> <u>10</u> <u>51</u>	granted 22 December 2008 (3 years)	21 December 2011

	require employees to advise the employer of any change in that status, and make decisions about recruiting and deploying employees on that basis. Conditions attached - for full details contact the ADB.			
<b>BAE Systems Australia Ltd</b>	Includes: to enable the Applicant to ask present and future employees and contractors to declare, to the best of their knowledge and belief, their; (i) exact citizenship (including any dual citizenship); and/or (ii) place of birth; To identify employees accordingly, require employees to advise the employer of any change in that status, and make decisions about recruiting and deploying employees on that basis. Conditions attached - for full details contact the ADB	<u>8</u> <u>10</u> <u>51</u>	granted 22 December 2008 (3 years)	21 December 2011
<b>BreastScreen Greater Western Sydney</b>	To designate and recruit for women only to fill various positions in front-line client contact areas - for details of positions covered contact the Legal Officer at the Anti-Discrimination Board	<u>25</u> <u>51</u>	6.4.2004 (10 years)	5.4.2014
<b>Byron Shire Council</b>	To designate, advertise and recruit for a position as Bush Regenerator for a person of Aboriginal and Torres Strait Islander descent	<u>8</u> <u>51</u>	24.11.2006 (5 years)	23.11.2011
<b>Campbelltown City Council</b>	To designate and recruit an Indigenous person for a position of Child Care Assistant	<u>8</u> <u>51</u>	15.06.2004 (10 years)	15.06.2014
<b>Central Coast Volunteer Referral Agency</b>	To employ a person under the age of 25 as a part-time co-ordinator of the pilot program 'Experienced Hands'	<u>49ZY</u> <u>B</u> <u>51</u>	23.11.2000 (10 years)	23.11.2010
<b>Citigroup's Global Corporate and Investment Banking Group and Smith Barney Citigroup</b>	To designate for women only, and to recruit women in, half of all places available on the Summer Internship Program	<u>25</u> <u>51</u>	15.12.2004 (five years)	14.12.2009
<b>Clarence Valley Council</b>	To designate, advertise and recruit for 12 Indigenous people to work on an Aboriginal Cultural Heritage Project run in conjunction with the Catchment Management Authority	<u>8</u> <u>51</u>	6.12.2005 (5 years)	5.12.2010

Combined Community Legal Centre Group	To advertise for and recruit an Aboriginal Person to the position of Aboriginal Legal Access Coordinator	<u>8</u> <u>51</u>	25.07.2008 (10 years)	25.07.2018
Cook's Constructions Pty Ltd	To designate and recruit for five Indigenous plant operator positions	<u>8</u> <u>51</u>	6.7.2004 (10 years)	6.7.2014
Curtis, Shirley	To advertise and offer her massage services to women only	<u>33</u> <u>51</u>	20.6.1998 (10 years)	20.6.2008
Dept of Education and Training, Elsa Dixon Aboriginal Employment Program	To provide funding to other agencies or private employers to designate and recruit for up to 50 positions for Indigenous people	<u>8</u> <u>19</u> <u>51</u>	6.11.2001 (10 years)	6.11.2011
Dept of Urban Affairs and Planning	To employ an Aboriginal person as CEO of the Aboriginal Housing Office	<u>8</u> <u>51</u>	31.8.1998 (10 years)	30.8.2008
Disability Council of NSW	To designate and recruit for an Indigenous project officer within the Council's secretariat	<u>8</u> <u>51</u>	18.8.2003 (5 years)	17.8.2008
Dympna House Child Sexual Assault Counselling and Resource Centre	To provide services to females of all ages and male children aged twelve and under, and to designate and recruit for women only	<u>25</u> <u>33</u> <u>htt</u> <u>p://w</u> <u>ww.a</u> <u>ustlii</u> <u>.edu.</u> <u>au/a</u> <u>u/leg</u> <u>is/ns</u> <u>w/co</u> <u>nsol</u> <u>act/</u> <u>aa19</u> <u>7720</u> <u>4/s4</u> <u>9zyn</u> <u>.html</u> <u>49ZY</u> <u>N</u> <u>51</u>	25.11.2002 (10 years)	24.11.2012
<b>Faculty of the Built Environment - see University of New South Wales</b>				
Glen Innes Local Aboriginal Land Council	To designate and recruit for the positions of Co-ordinator/Office Manager and Office Receptionist for Aboriginal people	<u>8</u> <u>51</u>	14.3.2002 (10 years)	13.3.2012

Go Shigen Ryu - Martial Arts and Self-Defence School	To provide classes for women only	<u>33</u> <u>51</u>	14.9.2000 (10 years)	14.9.2010
Grey Army Management	To provide recruitment services for people over 40 years of age only	<u>49ZY</u> <u>B</u> <u>51</u>	4.7.2002 (10 years)	3.7.2012
Gunnedah Shire Council	To designate and recruit for a traineeship position in the Community Services section for an Indigenous person	<u>8</u> <u>51</u>	16.6.2003 (5 years)	15.6.2008
Health Department, NSW	To designate, advertise and recruit for 60 positions each year in its Trainee Enrolled Nurse Program for Aboriginal people	<u>8</u> <u>51</u>	29.7.2007 (5 years)	28.7.2012
Hunter Mental Health Service (now part of the Hunter New England Area Health Service)	To designate and recruit for a Consumer Co-ordinator and three Consumer Consultants as positions for people who are current or past primary consumers of a mental health service	<u>49D</u> <u>51</u>	22.2.02 (10 years)	21.2.2012
Inverell Shire Council	To designate and recruit an Indigenous person for a position of Circulation and Support Services Officer, Inverell Shire Public Library	<u>8</u> <u>51</u>	17.6.2004 (10 years)	16.6.2014
Immigrant Women's Speakout Association NSW	To provide services specifically to migrant and refugee women from non-English speaking backgrounds, and to designate and recruit for women only	<u>25</u> <u>33</u> <u>51</u>	6.7.2001 (10 years)	5.7.2011
<b>Labour Council - See Australian Business Industrial</b>				
Lismore City Council	To designate and recruit for up to 12 positions, including traineeships and apprenticeships, as positions for Indigenous people.	<u>8</u> <u>51</u>	13.12.2004 (5 years)	12.12.2009
Livingstone Road Sexual Health Centre - see variation granted to RPA Sexual Health Service (Sydney South West Area Health Service)	To establish a sexual health clinic for men only to be staffed by a male sexual health doctor, a male sexual health nurse, a male social worker and a male receptionist	<u>25</u> <u>33</u> <u>51</u>	28.05.2001 (10 years)	28.05.2011
Livingstone Road Sexual Health Centre - see variation granted to RPA Sexual	Variation to the original exemption: to include one additional male sexual health doctor and one additional male sexual health nurse	<u>25</u> <u>33</u> <u>51</u>	28.05.2001 (10 years)	28.05.2011

Health Service (Sydney South West Area Health Service)				
MidCoast Water	To designate, advertise and recruit for a position as a Trainee Water Operator for a person of Aboriginal and Torres Strait Islander descent	<u>8</u> , <u>51</u>	18.04.2007 (5 years)	18.04.2012
MidCoast Water	To designate, advertise and recruit a position of Trainee-Administration for an indigenous person.	<u>8</u> , <u>51</u>	17.11.2008 (5 years)	16.11.2013
Munro Select Consulting Group	To advertise positions for persons over 40 years of age, and to enable Munro Select Consulting Group and any employers and principals to recruit people over 40 years of age through the 'Munro Greys' initiative	49ZY B(1)( a) and (b) 49ZY C(1)( a) and (b) 49ZY D(b) 49ZY H(a) 49ZY N(1)( a)htt p://w ww.a ustlii .edu. au/a u/leg is/ns w/co nsof act/ aa19 7720 4/s5 l.ht ml 51	2.4.2003 (5 years)	5.4.2008
National Aboriginal Islander and Skills Development Association	To designate various positions for Aboriginal person	<u>8</u> <u>51</u>	26.04.2000 (10 years)	26.4.2010
National Trust of	To designate and recruit for a	<u>8</u>	5.4.2001	5.4.2011

Australia (NSW)	position as a Conservation Officer for an Aboriginal person	<u>51</u>	(10 years)	
New England Area Health Service	To designate one position of Aboriginal Health Education Officer for an Indigenous male, and another for an Indigenous female	<u>25</u> <u>51</u>	05.6.2000 (10 years)	05.5.2010
New South Wales Premier's Department	To designate and recruit for an Aboriginal person for the position of Director-General of Department of Aboriginal Affairs	<u>8</u> <u>51</u>	16.6.2003 (10 years)	15.6.2013
Northern Rivers Community Legal Centre	To designate a receptionist position as a position for an Indigenous person	<u>8</u> <u>51</u>	16.11.1998 (10 years)	15.11.2008
Northern Rivers Community Legal Centre	To designate and recruit an Aboriginal woman as Indigenous Assistant Coordinator of the Women's Domestic Violence Court Assistance Scheme.	<u>8</u> <u>25</u> <u>51</u>	22.8.2002 (10 years)	21.8.2012
NSW Aboriginal Housing Office	To designate the position of Regional Services Co-ordinator as position for an Aboriginal person	<u>8</u> <u>51</u>	19.7.1999 (10 years)	19.7.2009
NSW Consumer Advisory Group Mental Health Inc	To designate, advertise and recruit to develop pool of Casual Committee Representatives who are self identified mental health consumers or are carers of mental health consumers	<u>49D</u> <u>51</u>	03.11.2008 (5 years)	02.11.2013
NSW University, Faculty of Law	to designate, advertise and recruit for an Indigenous person for a fixed-term position as Lecturer/Senior Lecturer in the Faculty of Law	<u>8</u> <u>51</u>	13.02.2006 (4 years)	12.02.2010
On Track Community Programs	To designate, advertise and recruit males only for the position of Team Leader for its Challenging Behaviours Unit - limited to the recruitment and employment of staff required to deal with particular patients for whom male support staff have been recommended by a health professional	<u>24http://www.austlii.edu.au/au/legis/nsw/consolact/aa1977204/s25.html</u>	2.3.2009 (3 years)	1.3.2012



		<u>25</u> <u>51</u>		
<b>Office of the Children's Guardian</b>	To designate and recruit for two positions of Case Monitoring and Review Officers within the Case Monitoring and Review Team for Indigenous people	<u>8</u> <u>51</u>	27.6.2001 (10 years)	27.6.2011
<b>Penrith City Council</b>	To designate two Child Care Assistants positions as positions for Aboriginal and Torres Strait Islander persons	<u>8</u> <u>51</u>	24.5.1999	23.5.2009
<b>Penrith City Council</b>	To designate and recruit for two positions as Child Care Assistants as positions for Indigenous people	<u>8</u> <u>51</u>	8.5.2001 (10 years)	8.5.2011
<b>Penrith City Council</b>	To designate, advertise and recruit for an Aboriginal Project Worker to work within Children's Services	<u>8</u> <u>51</u>	23.11.2005 (10 years)	22.11.2015
<b>Penrith City Council</b>	To designate, advertise and recruit for 6 positions each year on its Traineeship and Entry Level Program for people of Aboriginal and Torres Strait Islander background	<u>8</u> <u>51</u>	4.4.2006 (10 years)	3.4.2016
<b>Raytheon Australia Pty Ltd and other associated entities</b>	Includes: to enable the Applicant to ask present and future employees and contractors to declare, to the best of their knowledge and belief, their: (i) exact citizenship (including any dual citizenship); and/or (ii) place of birth; To identify employees accordingly, require employees to advise the employer of any change in that status, and make decisions about recruiting and deploying employees on that basis. Conditions attached - for full details, see NSW Government Gazette 24 October 2008 10379 / 19th_September.pdf	<u>8</u> <u>10</u> <u>51</u>	granted 15 October 2008 (3 years)	14 October 2011
<b>Rosebank Child Sexual Abuse Service Inc.</b>	To designate and recruit for three positions (one full-time and two part-time) of Child Sexual Abuse Counsellor for women only	<u>25</u> <u>51</u>	13.10.2003	12.10.2013
<b>RPA Sexual Health Service (Sydney South West Area Health Service)</b>	The exemption granted to Livingstone Sexual Health Centre on 28 May 2001 for a period of ten years to provide a sexual health clinic for men only to be staffed by men only and later varied on 3	<u>25</u> <u>33</u> <u>51</u>	28.05.2001 (10 years)	28.05.2011

	December 2003, is varied to permit RPA Sexual Health Services ( SydneySouth West Area Health Service) to provide these services in the same terms.			
SageCo Pty Ltd * See Variation Order to Adage Pty Ltd granted October 2008	To allow SageCo through various of its programs to advertise for, recruit for and provide associated services to, people over 40 years of age	<u>49ZY</u> <u>B</u> <u>(1)(a)</u> <u>and</u> <u>(b)</u> <u>49ZY</u> <u>H</u> <u>51</u>	31.5.05 (five years)	30.5.2010
Sear, Elizabeth	To provide a Day Spa Beauty Retreat for women only	<u>33</u> <u>51</u>	13.10.2003	12.10.2013
Shellharbour City Council	To designate, advertise and recruit a position as Apprentice Horticulturalist for a person of Aboriginal or Torres Strait Islander descent	<u>8</u> <u>51</u>	7.02.2006 (five years)	6.02.2011
Shoalhaven City Council	To designate position of library assistant as a position for Indigenous people	<u>8</u> <u>51</u>	23.11.1998 (10 years)	22.11.2008
Soft Images Beauty Salon	To provide services for women only	<u>33</u> <u>51</u>	3.12.2003 (10 years)	3.12.2013
South West Sydney Legal Centre	To designate and recruit for a position for a female solicitor	<u>25</u> <u>51</u>	7.9.2001 (10 years)	6.9.2011
Summerland Security Service	To designate position of security guard for Aboriginal person	<u>8</u> <u>51</u>	26.04.2000 (10 years)	26.04.2010
Sutherland Shire Council	To designate a position on the Council's Environmental Services Division for an Aboriginal person	<u>8</u> <u>51</u>	29.9.2000 (10 years)	29.9.2010
Sutherland Shire Council	To designate and recruit for three positions - a Records Assistant, an Administration Assistant at the Hazelhurst Regional Gallery and a Support Officer in the Cultural Planning and Events Unit - as positions for Indigenous people	<u>8</u> <u>51</u>	28.5.2001 (10 years)	28.5.2011
TAFE NSW Riverina Institute	To designate, advertise and recruit a female for a permanent, part-time TAFE Counsellor position at the Albury Campus	<u>25</u> <u>51</u>	7.12.2005 (10 years)	6.12.2015
Thales Australia Ltd.	Includes: to enable the Applicant to ask present and future employees and contractors to declare, to the best of their knowledge and belief,	<u>8</u> <u>10</u> <u>51</u>	granted 12 September 2008 and will expire on 11 September 2011	11.09.2011

	<p>their:</p> <p>(i) exact citizenship (including any dual citizenship); and/or</p> <p>(ii) place of birth;</p> <p>To identify employees accordingly, require employees to advise the employer of any change in that status, and make decisions about recruiting and deploying employees on that basis</p> <p>Conditions attached - for full details, see NSW Government Gazette 19 September 2008, 38/2008, at page 9366. At: <a href="#">NSWgazette</a>.</p>		(3 years)	
University of New South Wales, Faculty of the Built Environment	To designate a position and recruit for an Indigenous person as co-ordinator of the Faculty of the Built Environment Preparatory Program for Indigenous Students	$\frac{8}{51}$	6.11.2001 (10 years)	6.11.2011
University of Western Sydney, Aboriginal Education Centre	To designate and recruit Aboriginal and Torres Strait Islander persons for three positions in their Centre	$\frac{8}{51}$	2.10.2002 (10 years)	1.10.2012
University of Western Sydney, Aboriginal Education Centre	To designate and recruit Aboriginal and Torres Strait Islander persons for two positions in their Centre	$\frac{8}{51}$	24.02.2003 (10 years)	23.02.2013
Veolia Transport Pty Ltd	To designate and recruit for women only for positions as bus drivers	$\frac{25}{51}$	02.05.2008 (5 years)	01.05.2013
Western NSW Community Legal Centre Inc	To advertise for and employ an Indigenous Front Desk Administrator, a female Indigenous Field Officer, and a female Rural Women's Outreach Solicitor	$\frac{8}{25/51}$	17.10.2005 (10 years)	16.10.2015
Woodenbong Pre-School Kindergarten Incorporated	To designate a position of Cleaner/helper as an Aboriginal position	$\frac{8}{51}$	1.12.1997 (10 years)	30.11.2007

### Exemptions granted under section 126A of the Anti-Discrimination Act 1977

Department or Organisation	Special Needs Program or Activity	Period of exemption
Aboriginal Women's Legal Resource Centre	Aboriginal women's legal service	7.7.1997 to indefinitely

<b>Adult and Community Education - Byron Bay Inc and Jutta Kasper</b>	music course for women only	6.7.1999 to indefinitely
<b>Armidale and District Women's Centre Inc</b>	to run a welfare service for women only	18.7.2001 17.7.2011 (10 years)
<b>Armidale Women's Housing Group Inc</b>	accommodation service for women and their dependant children	22.6.1999 to indefinitely
<b>Bankstown City Council (Wran Leisure Centre)</b>	one hour women-only swimming sessions, twice a week	4.5.2006 to 3.5.2011 (5 years)
<b>Bankstown Women's Refuge and Resources Centre Ltd</b>	refuge for women	22.6.1998 to indefinitely
<b>Bathurst Women's Housing Programme Inc.</b>	supported accommodation service for women and their accompanying children	14.8.1998 to indefinitely
<b>Beach House Group Pty Ltd</b>	provide in fitness centres catering for men and women a separate section for women only; employ women only to staff the female only areas of the fitness centre; advertise the services mentioned and to advertise for and employ women for the positions	12.9.2007 to 11.9.2012 (5 years)
<b>Bega Women's Refuge Inc</b>	crisis supported accommodation and associated services for women and children escaping domestic violence	November 2004 to November 2014
<b>Bodyline Spa &amp; Sauna Pty Ltd</b>	gay venue for men	12.5.1998 to indefinitely
<b>Body Shape Female Fitness Centres (Warringah Mall)</b>	a womens only health and fitness centre	6.11.2002 to 5.11.2007
<b>Campbelltown Legal Centre</b>	Macarthur Domestic Violence Court Assistance Scheme	4.9.1995 to indefinitely
<b>Candy Lips (Janine Tennille trading as)</b>	to provide a service to women only, namely by holding women only events up to three times per year	17.4.2007 to 16.4.2012
<b>Caringbah Women's Health Information Centre</b>	health services for women only	16.3.2000 to indefinitely
<b>Central Tablelands Housing Association</b>	crisis accommodation and support programs for women and their children	11.08.08 to 11.08.2018
<b>CHOISES</b>	housing program for young single women	22.12.1998 to indefinitely
<b>Contrary Mary Wimmin's Refuge Inc.</b>	crisis accommodation for women and children experiencing domestic violence	10.5.2001 to indefinitely
<b>Corrective Services</b>	gender specific classification system	Jan 1997 to indefinitely

	for female inmates	
<b>Council for Ageing</b>	Older Men: New Ideas Project	July 1998 to indefinitely
<b>Department of Education and Training</b>	work opportunities for women; career education for women	14.12.1998 to indefinitely
<b>Disability Council of NSW</b>	to advertise and designate positions on the Council for people who have particular types of disabilities	4.10.2003 to indefinitely
<b>Dubbo Emergency Accommodation Project Inc</b>	women's refuge	4.1.2000 to indefinitely
<b>Dubbo Women's Housing Programme Inc.</b>	housing programme for homeless women and their dependent children	2.12.2000 to indefinitely
<b>Mr Elkin</b>	women's only fitness centre	29.4.1996 to indefinitely
<b>Elsie Refuge for Women and Children Inc.</b>	refuge and halfway house for women and dependent children	23.8.2000 to indefinitely
<b>Equal Fights</b>	To run self defence courses for women only participants	18/02/08 to 17/02/10 (2 years)
<b>Hastings Women and Children's Refuge Inc</b>	crisis supported accommodation and associated services for women and children escaping domestic violence	6.12.2004 to 5.12.2014
<b>Hawkesbury Community Legal Centre</b>	Hawkesbury Domestic Violence Court Assistance Scheme	4.9.1995 to indefinitely
<b>Hawkesbury Nepean Community Legal Centre Inc</b>	S126A To run workshops for women only - victims of DV who are preparing to attend Family Relationship Centres for family dispute resolution between April - June 2008	Granted April 2008 Expires July 2008
<b>Ms Holder &amp; Ms McFayden</b>	women only bath house	18.1.1996 to indefinitely
<b>Patricia Hoyle and Assoc</b>	women at work discussion and support group	January 1997 to indefinitely
<b>Hunter Community Legal Centre</b>	Hunter Domestic Violence Court Assistance Scheme	5.2.1996 to indefinitely
<b>Icebox Nightclub</b>	women only lesbian night	1.11.1999 to 31.10.2009 (10 years)
<b>Jenny's Place Inc</b>	refuge for women and their children only	15.2.1999 to indefinitely
<b>Katakudu Women's Housing Inc</b>	refuge for women	25.5.1998 to indefinitely
<b>Killara Woman's Refuge</b>	crisis supported accommodation and associated services for women and children escaping domestic violence	4.11.2004 to 3.11.014

Kulkuna Cottage Women's Refuge Ltd (Griffith Women's Refuge)	crisis supported accommodation and associated services for women and children escaping domestic violence	November 2004 to November 2014
Ms Judy Laws	female gentle exercise class	Feb 1997 to indefinitely
Legal Aid Commission	Domestic Violence Court Assistance Program	March 1997 to indefinitely
Lesbian Space Community Legal Centre	women's only venue program	3.10.1996 to indefinitely
Department of Local Government	M Iver's Baths Coogee (women's only baths, children to 13 years)	March 1995 to indefinitely
Lower Hunter Women's Housing Association Inc	housing program for women only and their accompanying children	3.3.1999 to indefinitely
Macarthur Elim Christian Church	'Kuppa 'n' Kids' coffee morning and activities for women and children	3.8.2005 to 2.8.2015
Macquarie Legal Centre Inc	Parramatta Domestic Violence Court Assistance Scheme	June 1995 to indefinitely
Maritime Industry Union Local Govt. Clerks Assoc and Aust Social Welfare Union (NSW Branch)	creation of 2 women's positions Vice President (women) and Women's Officer (Social and Community Services)	17.1.1995 to indefinitely
Marrickville Legal Centre	Newtown Women's Domestic Violence Court Assistance Scheme	4.11.1996 to indefinitely
Mental Health NSW Inc	Pilot <b>Train the Trainer Program</b> for Women Only	1/11/2007 to 1/11/2009
Mission Australia	A Woman's Place, Lou's Place and Women in Supported Housing - accommodation and other services for women and their dependent children	30.06.2004 to 29.6.2014 (ten years)
Molonglo Women & Children's Services Ltd	crisis accommodation and supported programs and associated services as a special needs program	13.8.2007 to 12.08.2017 (ten years)
Moree Women's Refuge	Ngala House	25.5.1998 to indefinitely
Mullimbimby Women's Information and Support Network	Mullimbimby Domestic Violence Support Service	13.5.1996 to indefinitely
Mullimbimby Neighbourhood Centre	Mullimbimby Women's Festival	28.1.1997 to indefinitely
Murrane Women's Housing Inc	refuge for women and their children only	15.2.1999 to indefinitely
Newcastle Family Support Service	mothers only and fathers only support groups	9.3.1998 to indefinitely

North Coast Festival of Women Committee	North Coast Festival of Women	6.3.1998 to indefinitely
Northern Rivers Community Legal Centre	Rural Women's Outreach Program	13.5.1996 to indefinitely
NSW Bar Association	S126A - to run a workshop for Women Barristers only on Saturday 3 May 2008	Granted 02.05.2008 expires in May 2008
NSW Department of State and Regional Development	to run it's Women in Business Programs	8.8.2002 to indefinitely
NSW Teacher's Federation	Annual Women's Conference exclusively for women members of the Federation	24.4.2001 to 23.4.2011 (10 years)
Office of the Status of Women	National Women's Leadership Project run by the Australian Council of Business Women	22.6.1998 to indefinitely
Ms O'Hare	Toongabbie Leisure Centre	24.4.1996 to indefinitely
Penrith Women's Refuge Inc	crisis supported accommodation and associated services for women and children escaping domestic violence	November 2004 to November 2014
Playworks	script development programme for women only	22.5.2002 to 21.5.2012
Premier's Department	Spokeswoman program	4.10.1995 to indefinitely
Redfern Legal Centre	Women's Domestic Violence Court Assistance Scheme	Dec 1995 to indefinitely
RPA Sexual Health Service (Sydney South West Area Health Service)	To run Aboriginal men's clinic and Aboriginal women's clinic	granted 21 May 2008 indefinitely
Share (SMR) Learn for Life & Canterbury Aquatic Centre	gentle exercise class for women only	4.11.1996 to indefinitely
Shoalcoast Community Legal Centre Inc	to offer certain legal services (advice and casework services in matters involving criminal and family law) to women only	15.8.2000 to 14.8.2010
Shoalhaven Neighbourhood Centre	men's support group project	16.8.1996 to indefinitely
Sirens	women's only nightclub and restaurant	18.12.1996 to indefinitely
Sisters Housing Enterprises Incorporated	to run a supported accommodation service as a special needs program for women and their dependent children	1.4.2003 to indefinitely
Soul Fitness	women's only health and fitness centre	16.4.2002 - 15.4.2012

South West Sydney Legal Centre	Liverpool Domestic Violence Court Assistance Scheme	25.9.1995 to indefinitely
Southern Cross Uni	Xerox Shop Lismore Scholarship for women only	15.2.1999 to indefinitely
St George Women's Housing Inc	Transitional housing for single women and women with dependent female children and dependent male children under 18 years	16.6.05 - 15.6.2015
State Bank NSW	women's development training program	May 1995 to indefinitely
Stepping Out Housing Program	accommodation program	1.10.1998 to indefinitely
TAFE	To run Certificate IV in Information Technology - www. Work Wise Women, for women only	5.07.2005 to 4.07.2008
TAFE	to run 'Certificate 1 in Information Technology (E Consumer)', and Certificate IV in Information Technology (Web Design)' training courses for women only	1.12.2003 - 31.12.2007
TAFE	to run a Certificate I in Information Technology and a Certificate II in Information Technology for Aboriginal women only	18.6.2004 - 17.6.2014
TAFE	to run Certificate II in Career Education and Employment for Women and Statement of Attainment - Work Opportunities for Women	14.12.98 to indefinitely
TAFE NSW	to advertise and deliver the Information Training Package ICA05 for women only	1.5.2006 to 30.4.2011
TAFE NSW	to advertise and deliver the courses in the Access Employment Education and Training Qualifications package for women only	10.01.2007 to indefinitely
TAFE NSW	to advertise and deliver Certificate II in New Media for women only as a special needs program	For 5 years from 21 November 2008 to 20 November 2013
Tanderra Women and Children's Refuge Ltd (Toronto)	crisis supported accommodation and associated services for women and children escaping domestic violence	November 2004 to November 2014
Janine Tennille trading as Candy Lips	to provide a service to women only, namely by holding women only events up to three times per year	17.4.2007 to 16.4.2012
Total Image Fitness	women's only fitness centre	15.2.1999 to indefinitely



Toukley Women's Refuge Inc	SAAP for women	17.7.1998 to indefinitely
Department of Tourism, Sport and Recreation	to run a women-only water safety program known as WimSWIM	17.10.2005 to 16.10.2010
Tweed Shire Women's Service Inc.	health centre for women only	28.1.2001 to indefinitely
WILMA women's health centre	women only medical centre	9.3.1998 to indefinitely
Wimlah Refuge	refuge for women	25.5.1998 to indefinitely
Wollongong Women's Housing Inc	provision of transitional housing for single women, and women and their children only	8.9.2004 to 7.9.2014 (10 years)
Wollongong Women's Refuge Inc "Lottie's Place"	clause in leases to exclude male visitors from premises it provides	20.7.2005 to 19.7.2015
Wollongong Women's Refuge Inc "Lottie's Place"	to provide accommodation and support services to women and their accompanying children only	17.10.2005 to 16.10.2015
Women and Psychology Special Interest Group of the Australian Psychological Society	to enable the Women and Psychology Special Interest Group of the Australian Psychological Society to exclude men from the 2008 conference	to expire 2008
Women Up North Housing Incorporated Inc	to enable it to provide accommodation for women only	30.10.2008 to 29.10.2013 (ten years)
Department for Women	Rest Assured - a guide to assist rural women in finding secure and inexpensive accommodation in Sydney	24.2.1995 to indefinitely
Department for Women	Women's Grants Program	13.12.1994 to indefinitely
Women in Community Legal Housing Ltd	housing program for women over 45 years	10.12.1998 to indefinitely
Women's Activities and Self Help House (WASH House)	Small Loans Scheme to operate for women only and Mt Druitt Social Club to operate specifically for adults with a mild intellectual disability	9.10.2000 to 8.10.2010 (ten years)
Women's Health Information Resources & Crisis Centre	covers 24 members associations in attached list	25.5.1998 to indefinitely
Women's Housing Company Ltd	accommodation services for single women	23.9.1999 to indefinitely
Women's Legal Resources Ltd	Women's Legal Resources Centre	4.8.1995 to indefinitely
Women's Support Network	Local Women's Day Festival	28.4.1999 to indefinitely
Young Peoples Refuge Inc	refuge for young women aged 13-17	12.5.1998 to indefinitely

## **ANTI-DISCRIMINATION REGULATION 2004 - REG 5**

### **Matters to be considered in relation to exemption orders**

#### **5 Matters to be considered in relation to exemption orders**

- (1) The President, when exercising a function under section 126 in relation to a proposed exemption under that section, are to consider the following matters:
  - (a) whether the proposed exemption is appropriate or reasonable,
  - (b) whether the proposed exemption is necessary,
  - (c) whether there are any non-discriminatory ways of achieving the objects or purposes for which the proposed exemption is sought,
  - (d) whether the proponent of the proposed exemption has taken reasonable steps, or is able to take any reasonable steps, to avoid or reduce the adverse effect of a particular act or action before seeking the exemption,
  - (e) the public, business, social or other community impact of the granting of the proposed exemption,
  - (f) any conditions or limitations to be contained in the proposed exemption.
- (2) In this clause, a reference to a "proposed exemption" includes a reference to a proposed renewal, variation or revocation of an exemption.
- (3) Nothing in this clause limits the power of the President to consider any other matters when exercising the President's functions under section 126 of the Act.

## **ANTI-DISCRIMINATION ACT 1977 - SECT 56**

### **Religious bodies**

#### **56 Religious bodies**

Nothing in this Act affects:

- (a) the ordination or appointment of priests, ministers of religion or members of any religious order,
- (b) the training or education of persons seeking ordination or appointment as priests, ministers of religion or members of a religious order,
- (c) the appointment of any other person in any capacity by a body established to propagate religion, or
- (d) any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.