



Our Ref: LS/19/068

18 November 2019

Ms Rachel Fowell
Equity & Diversity Manager
Human Resources Services
Vice-Chancellor's Division
The University of Newcastle
University Drive
Callaghan NSW 2308

Via Email: Rachel.Fowell@newcastle.edu.au

Dear Rachel,

Exemption under section 126 of the Anti-Discrimination Act 1977 for the University of Newcastle

I refer to the application by the University of Newcastle for an exemption under section 126 of the Anti-Discrimination Act 1977 (ADA) to offer, advertise and facilitate scholarships and fellowships for women only in science, technology, engineering, mathematics and medicine (STEMM) and to designate and recruit:

- Professorial/Level E positions for women only in pursuance of its goal to achieve a 40 % workforce participation rate of women in professorial/Level E positions;
- Positions for women only in STEMM (at all levels) where underrepresentation of women exists; and
- Positions for Aboriginal and Torres Strait Islanders only in pursuance of its goal of a 3.9 % Aboriginal and Torres Strait Islander workforce participation rate.

The delegate of the President of Anti-Discrimination NSW has granted the above-mentioned application under section 126 of the ADA for 5 years, expiring on 17 November 2024.

The Order will be published in the NSW Gazette on 22 November 2019. You can access the Gazette at <https://www.legislation.nsw.gov.au/~gazettes/2019>.

I attach a copy of the exemption Order, together with a Statement of Review Rights, explaining the process, and time limits, for review of this decision by the NSW Civil and Administrative Tribunal.

If you have any questions in relation to this letter, please contact me on (02) 9268 5556.

Kind regards,

A handwritten signature in black ink, appearing to read 'K. Nelson', written in a cursive style.

Katherine Nelson
Research Officer, Governance and Advice
Anti-Discrimination NSW