

VICTORIAN CIVIL AND ADMINISTRATIVE TRIBUNAL

HUMAN RIGHTS DIVISION

HUMAN RIGHTS LIST

VCAT Reference: H3123/2024

APPLICANT: Bega Group

WHERE HELD: Melbourne via teleconference

BEFORE: Member S Webb

HEARING TYPE: Directions Hearing

DATE OF HEARING: 5 May 2025

DATE OF ORDER: 5 May 2025

BACKGROUND

The Bega Group has made an application to VCAT for an exemption from the *Equal Opportunity Act 2010* (Vic). The applicant is seeking to encourage females to commence employment in the information technology sector by developing an internal internship program directed at females only, to be run in conjunction with relevant university programs teaching related courses that offer internship opportunities as part of their curriculum. The applicant hopes that the internship program will provide a potential pathway into their graduate employment program. The Bega Group has signed up to an initiative that would see gender equality at executive levels and is seeking to broaden this initiative across their business units. At present in the Information Technology Business Unit, 15 of the 75 employees identify as female, making up 20% of the workforce of that unit. The pilot program envisages offering two internship positions of up to 12-months in duration.

The Bega Group has requested an exemption to enable The Bega Group to advertise for and engage females into an internship program in its Information Technology Business Unit. This will include promoting the internship program through affiliated university programs as part of the university course curriculum (the exempt conduct). This is the first exemption request made by The Bega Group.

DIRECTIONS

1. By **19 May 2025**, the applicant must place the attached Notice on their Careers website. The Notice must remain on the website until and including **2 June 2025**.
2. By **19 May 2025**, the applicant must provide their liaisons at Deakin University and RMIT University with the attached Notice.
3. **The principal registrar is directed** to send to the applicant copies of any submissions or comments received in respect of the application.
4. By **2 June 2025**, the applicant must provide copies to the Tribunal of any submissions or comments they have received in response to this application and the Notice of application.



5. By **17 June 2025**, the applicant must send to the Tribunal any further submissions and affidavits upon which they rely together with evidence of compliance with the directions in paragraphs 1, 2, 3 above.
6. By **17 June 2025**, the applicant must notify the Tribunal if they seek this matter to proceed on the material before the Tribunal (on the papers), or if they wish to have the matter listed for a hearing.
7. Once the Tribunal has received the above material it will decide if it will hold a hearing or make a decision on the papers, depending on if a hearing has been requested.

MEMBER S WEBB

APPEARANCES:

For the applicant: Amber Griggs, People Services Partner



NOTICE

The Bega Group has applied to the Victorian Civil and Administrative Tribunal ('VCAT') for an exemption from the *Equal Opportunity Act 2010* (Vic) ('EO Act') so it can:

advertise for and engage females into an internship program in its Information Technology Business Unit. This will include promoting the female only internship program through affiliated university programs as part of the university course curriculum.

If you want to make a submission to the Tribunal either for or against the application, you must send it in writing to humanrights@courts.vic.gov.au. Please quote reference H3123/2024.

If you would like the Tribunal to hold a hearing and hear oral submissions, please contact the Tribunal in writing to humanrights@courts.vic.gov.au or on 1300 018 228 asking for a hearing to be listed. Please quote reference H3123/3034.

The closing date for submissions and requests for a hearing is 2 June 2025.

