



SORT IT!
DEAKIN LEGAL
SERVICE FOR
STUDENTS

THE
LITTLE
VOLUNTEER
BOOK

eclc.org.au/deakin

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UNPAID INTERNSHIPS & TRIAL WORK

Volunteering is a great way to get work experience, but some companies will take advantage of students by offering unpaid internships or trial work when they should be paying someone to do that job. To determine whether a volunteer position is genuine, some questions a Court would ask are:

- ♦ Is the organisation a non-profit or a for-profit company?
- ♦ Is the purpose of the work to give the person more experience, or to help the business?
- ♦ How long will the person be working there?
- ♦ What is the person's role in the organisation, and are they replacing a paid worker?
- ♦ Who benefits most from the arrangement?

If you are completing an internship as part of a university course or a vocational training program then the position is likely to be a genuine volunteer role.

STUDENT VISAS

Many student visas allow students to work up to 40 hours per fortnight. Sometimes volunteer work will also be included in those hours, even if you don't receive any money.

If you're not sure whether your volunteer role contributes to your working hours, you should contact an [International Student Adviser](#) at your campus.

For more information, visit deakin.edu.au/iss

Sort it! Deakin Legal Service for Students is a partnership between Deakin University Student Association (DUSA), Eastern Community Legal Centre (ECLC) and Barwon Community Legal Service (BCLS).



DISCLAIMER: This information is intended as a guide only. It is not a substitute for legal advice.

SAFETY & WORKPLACE BEHAVIOUR

Volunteers have a right to work in an environment that is safe. This includes being protected from:

- ♦ **Physical risks**, such as injury from heavy lifting; and
- ♦ **Psychological risks**, such as stress relating to the work. This means that laws against bullying or sexual harassment also apply to volunteers at their workplace.

DISCRIMINATION

Volunteers may be protected from discrimination depending on the organisation you're volunteering for and the role you are doing. For example, there are some exceptions that allow religious organisations to discriminate on the basis of gender identity, or clubs for a specific age group to discriminate on the basis of age.

To find out which discrimination laws apply to you, you can contact the **Victorian Equal Opportunity and Human Rights Commission** on **1300 292 153** or www.humanrightscommission.vic.gov.au.

