



Conciliation Register

Human Rights and Equal Opportunity Commission Act 1986

For complaints conciliated and finalised in the period of 1 April - 30 June 2003

Ground	Criminal record (ILO111)
Area	Employment / occupation
Terms of Settlement	Financial compensation
Compensation	\$750
Complaint Summary	Complainant was not successful at obtaining a position with company through employment agency because of a criminal record fifteen years ago. Complainant had been employed in the same position but not re-employed when positions taken over by an agency and new employer found out about criminal record.
Ground	Age (ILO111)
Area	Employment / occupation
Terms of Settlement	Financial compensation
Compensation	\$15,000
Complaint Summary	Complainant claims that during his employment with a Commonwealth agency he was subjected to derogatory remarks about his age and that he was victimised. Complainant claims that he has been subjected to jokes about how much older he was than his co-workers, being called old and decrepit, being asked if he had fought in the Boer War.

Ground	Trade union activity (ILO111)
Area	Employment / occupation
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant has been subject to workplace counselling in which she invited a Union representative to attend. Later the complainant was talking to her supervisor about promotion and supervisor said she needed to stop running to the Union to get promoted to the management team. Complainant claims trade union activity discrimination.
Ground	Criminal record (ILO111)
Area	Employment / occupation
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims he was dismissed from employment as a web developer because of criminal record of assault. Complainant claims he has worked with other Commonwealth employers who were aware of criminal record which he claims is not relevant to requirements of the job.
Ground	Trade union activity (ILO111)
Area	Private
Terms of Settlement	Financial compensation
Compensation	\$8,000
Complaint Summary	Complainant has a disability and was selected for redundancy. Complainant claims he has involved the Union in negotiations over his duties and return to work program and this contributed to him being selected for redundancy.