



Conciliation Register

Human Rights and Equal Opportunity Commission Act 1986

For complaints conciliated and finalised in the period of 1 July 2003 - 31 December 2004

Ground	Criminal record (ILO111)
Area	Employment / occupation Employment or business
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims that he has been advised that he cannot work because of his criminal record. It appears Complainant has been volunteering work for people with disabilities. Complainant was imprisoned for auto theft.

Ground	Sexual preference (ILO111)
Area	Employment / occupation
Terms of Settlement	Record changed Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims she was transferred because her position was allegedly compromised because of favouritism towards another officer. Complainant claims this was based on her sexual preference. Complainant has only recently obtained the full report about these allegations.

Ground	Sexual preference (ILO111)
Area	Employment / occupation
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$54000
Complaint Summary	Complainant claims he has been discriminated against over ten year period on the basis of imputed sexual preference. Complaint alleges called names, co-workers would call out 'backs to the wall' when he entered a room.

Ground Trade union activity (ILO111)
Area Employment / occupation
Terms of Settlement Financial compensation
Compensation \$2859.62
Complaint Summary Complainant claims she has been passed over for a number of promotional opportunities because she is the trade union delegate and had drawn a number of concerns members had to managers attention. Complainant has had meetings with respondent and Union to try and resolve. Respondent says it has complaints against her and her attitude is bad. Complainant claims none of these concerns have been brought to her attention.

Ground Criminal record (ILO111)
Area Employment / occupation
Terms of Settlement Financial compensation
Compensation \$4000
Complaint Summary Complainant says he was dismissed from his employment because of his criminal record of assault. Complainant says respondent employer was aware of this prior to hiring him.

Ground Age (ILO111)
Area Employment / occupation
Terms of Settlement Employment options improved
Complaint Summary Complainant has been employed as a security guard for respondent company for fifteen years. Complainant is currently on annual leave. Complainant claims he has been advised that on return to work he has to move to another work location - he has been at current location for many years. Complainant says the reason given is that the building he guards wants younger people and have heard rumours complainant wants to retire. Complainant says this is not true.

Ground Criminal record (ILO111)
Area Employment / occupation
Terms of Settlement Financial compensation
Complaint Summary Complainant claims he was dismissed from his employment with respondent council as a field officer because of his criminal record - an assault five years ago. Complainant says respondent was aware of his criminal record when he was hired but CEO later dismissed him.

Ground	I.C.C.P.R. D.E.F.I.D.B.R.B.
Area	Acts or practices of the Commonwealth
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainants are all prisoners convicted under commonwealth law. All are practicing Buddhists. Complainants claim they are unable to observe their religious beliefs because they are attacked by other prisoners during prayers. Complainants claim that there is no Buddhist elder to give them religious instruction or to make vows in region where prison is situated. Complainants also claim they have not had access to educational opportunities because of their nationality.
Ground	Age (ILO111)
Area	Employment / occupation
Terms of Settlement	Financial compensation
Compensation	\$4000
Complaint Summary	Complainant claims he was unsuccessful in his application to a graduate program with respondent employer because he is too old as respondent says program is geared toward junior graduates and does not consider mature applicants.
Ground	Criminal record (ILO111)
Area	Employment / occupation
Terms of Settlement	Complainant satisfied with response
Complaint Summary	Complainant commenced employment on a casual basis as a courier/freight delivery driver. Part of the job included dropping off and picking up Bank bags. It appears when staff of one of the Banks became aware of complainant's criminal record for theft (stealing money from prior employer's till to feed gambling addiction) the principal respondent told complainant's employer sub-contractor to dismiss her.
Ground	Age (ILO111)
Area	Employment / occupation
Terms of Settlement	Development of action plan
Complaint Summary	Complainant claims respondent State rail organisation has a 'policy' that employees are compulsorily retired at age 65 years. Complainant wants to continue working. Complainant has been employed by respondent for sixteen years.

Ground	Religion (ILO111)
Area	Employment / occupation
Terms of Settlement	Complainant satisfied with response
Complaint Summary	Complainant alleges respondent has breached ILO by advertising for positions with employment agency that require a 'willingness to commit to Christian values' of the organisation.

Ground	Sexual preference (ILO111)
Area	Employment / occupation
Terms of Settlement	Undertaking to cease an action Reference provided
Complaint Summary	Complainant claims she had a verbal agreement she could teach as a casual until mid-year with respondent catholic school. Complainant says when respondent found out she was 'gay' she was in essence dismissed

Ground	Religion (ILO111) Sexual preference (ILO111)
Area	Employment / occupation
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant is an ordained minister of religion. Complainant says he has conservative views. Complainant says he was employed at respondent college as campus Director with a verbal promise he would become Principal once the campus moved to permanent premises. Complainant claims that he was transferred to another campus instead because he wore a clerical collar and people thought he was 'gay'. Complainant claims discrimination in employment on the basis of religious belief and imputed sexual preference. Complainant has been dismissed.
