



Conciliation Register

Human Rights and Equal Opportunity Act 1986

For complaints conciliated and finalised in the period of 1-Jan-2002 to 30-Jun-2002

Ground	Sexual Preference (ILO111)
Area	Employment/ Occupation
Terms of Settlement	Financial compensation
Compensation	\$5,000.00
Complaint Summary	Complainant alleges discrimination on the basis of her sexual preference. Complainant claims she was told she wouldn't get anywhere in the company without a 'c__k and b__s'. Complainant's supervisor told her if she spent an hour with him he would change her sexual preference.
Ground	Religion (ILO111)
Area	Employment/ Occupation
Terms of Settlement	Financial compensation
Compensation	\$6,000.00
Complaint Summary	Complainant alleges discrimination on the basis of religion. Complainant is Jewish. Complainant claims he has been told to go back to Israel, comments were made about the 'master race' and co-workers did the nazi salute to him. Complainant claims he has been subject to ongoing harassment because of his religion.
Ground	Sexual preference (ILO111)
Area	Employment / occupation
Terms of Settlement	Financial compensation
Compensation	\$5,000.00
Complaint Summary	Complainant is a Registered Nurse and was employed at respondent hospital. Complainant claims that he was discriminated against on the basis of sexual preference by a colleague who wrote a letter expressing her disapproval of complainant's homosexuality. Complainant also claims an agenda item for a staff meeting was "more male nurses who look like Brad Pitt and less gay men" and that chocolates that were given to him were covered in KY jelly.

Ground	Age (ILO111)
Area	Employment / occupation
Terms of Settlement	Apology - private Financial compensation
Compensation	\$1,250.00
Complaint Summary	Complainant applied for a job delivering and collecting surveys for respondent Commonwealth agency. Complainant claims he had relevant experience. Complainant says he was unsuccessful because he was considered too young.
Ground	Age (ILO111)
Area	Employment / occupation
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims that expression of interest for a redundancy pursuant to EBA is discriminatory on the basis of age.
Ground	Criminal record (ILO111)
Area	Employment / occupation
Terms of Settlement	Employment options improved - job offer
Compensation	
Complaint Summary	Complainant applied for a job with respondent rail authority and was advised he was unsuccessful because of his criminal record - possession of marijuana 4 years prior. Complainant appealed and the decision based on criminal record was reversed but complainant still has not been employed. Complainant claims record not relevant to inherent requirements of the job.
Ground	I.C.C.P.R.
Area	Acts or practices of the Commonwealth
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims he was an eye witness to the Tongan detainee who died after falling from a basketball pole. Complainant made a statement to Police. Complainant claims he and his brother were punished after giving evidence. Complainant claims he was in a windowless cell for six days with one meal a day and a bucket to urinate in and his brother was transferred to a state prison. Complainant is in detention because breached visa conditions.

Ground	Sexual preference (ILO111)
Area	Employment / occupation
Terms of Settlement	Financial compensation
Compensation	\$1,000
Complaint Summary	Complainant claims she was dismissed from employment because she complained that a female co-worker was sexually harassing her and telling other staff she is a lesbian when she is not.
Ground	Criminal record (ILO111)
Area	Employment / occupation
Terms of Settlement	Employment options improved - job offer
Compensation	
Complaint Summary	Complainant claims he was offered a job with respondent State authority, but two days prior to leaving his then job, respondent rang and said he couldn't start his new job because of his criminal record. Complainant was employed by another State authority at the time.