



Conciliation Register

Racial Discrimination Act 1975

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

Ground	Ethnic origin - direct Ethnic origin - indirect Racial hatred
Area	Education Racial hatred
Terms of Settlement	Apology - private Financial compensation
Compensation	\$5000
Complaint Summary	Complainant claims her fourteen year old daughter of Asian background has been ostracised at school and heard another student say "not more f----- Asians". Complainant claims her daughter does not wish to return to school, is depressed and suicidal. Complainant has a 1999 complaint proceeding before State tribunal about similar issues in State education.

Ground	Victimisation
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5000
Complaint Summary	Complainant essentially claims she has been victimised by respondent school where she teaches because she complained about racial vilification of her daughter at another school and is a campaigner against racism.

Ground	Race - direct Race - indirect
Area	Employment
Terms of Settlement	Financial compensation
Complaint Summary	Complainant was employed by respondent University as a Lecturer on a three year three year contract. Complainant says position became on-going after that and complainant applied for and was successful. Complainant says respondent advised if she completed her Masters or PhD position would be upgraded. Complainant says her position was later upgraded and she applied but was unsuccessful because she didn't have a PhD, which complainant says not all Lecturers at that level have. Complainant says a non-indigenous woman in a similar situation as she, was upgraded. It appears complainant is currently working temporarily for another University at higher level but is due to return to respondent University.

Ground	Racial hatred
Area	Racial hatred
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	\$30000
Complaint Summary	Complainant is of Somalian descent. Complainant claims respondent newspaper has reported on an altercation complainant had which led to the cancellation of his taxi licence. Complainant claims in response to article respondent published on its website that was racially discriminatory as it referred to "these people" who are abusive and who one doesn't feel safe with. Complainant claims "these people" refer to people from Africa and is racially vilifying.

Ground	National origin / extraction - indirect Ethnic origin - direct
Area	Other section 9 - please specify
Terms of Settlement	Reference provided Financial compensation
Compensation	\$6500
Complaint Summary	Complainant claims respondent would refer to him as a "wog" and claim complainant delivered goods to his "wog" mates. Complainant claims respondent would not let him sell his truck to an outsider.

Ground	Colour - direct Colour - indirect
Area	Unlawful to incite doing of unlawful acts
Terms of Settlement	Apology - private
Complaint Summary	Complainant claims he went to respondent hair salon to install an alarm and was racially abused by an employee of the respondent who referred to him as "nigger" and told him she didn't want to deal with a coloured person.
Ground	National origin / extraction - direct National origin / extraction - indirect
Area	Employment Employment or business
Terms of Settlement	Private agreement
Complaint Summary	Complainant is of Russian background. Complainant claims his supervisor at respondent Council calls him "wog", makes comments about his language and is always criticising him. Complainant complained to manager and complainant has been off sick on Workers Compensation for depression. It appears complainant's Doctors advised complainant not to work with respondent supervisor but respondent Council says he has to or he must resign.
Ground	Race - direct Race - indirect
Area	Employment
Terms of Settlement	Staff training / development program Employment options improved - job offer
Complaint Summary	Complainant claims she has been sexually harassed by co-worker who makes disparaging remarks about women including their breast size and how he 'needs a woman'. Complainant also claims respondent asks her about her 'mob' and how much she drinks. Complainant made a complaint to respondent Council employer but is not satisfied with response and it appears is now on stress leave.
Ground	Race - direct Race - indirect
Area	Provision of goods & services
Terms of Settlement	Complainant satisfied with response
Complaint Summary	Complainant who is Aboriginal was asked to leave respondent hotel because he was not wearing shoes. Complainant left. Complainant claims non-Aboriginal people were in the hotel without shoes on.

Ground	Ethnic origin - direct Ethnic origin - indirect
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$1200
Complaint Summary	Complainant outlines history of bullying and abusive behaviour from co-workers. Complainant believes acts based on fact she is Filipina and co-workers of Croatia origin. It appears complainant is no longer employed.
Ground	Race - direct
Area	Provision of goods & services
Terms of Settlement	Apology - private
Complaint Summary	Complainant claims he went into respondent hotel to buy some matches and publican said `no' and "don't you know how to get a stick and another stick and rub them together". Complainant says a group of patrons laughed and complainant left hotel. Complainant says he is of Aboriginal background and claims racial discrimination.
Ground	Ethnic origin - direct Ethnic origin - indirect
Area	Employment
Terms of Settlement	Complainant satisfied with response
Complaint Summary	Complainant applied for a job with respondent cake shop. Complainant says the sales manager commented on how skinny the Complainant was. At the second stage of the recruitment process Complainant says respondent talked about Jews being the worst customers. Complainant is Jewish. Complainant later was advised he was unsuccessful by the General Manager. But Respondent rang later and offered a trial shift . Complainant was advised it wasn't offered before because respondent had been advised complainant was not dressed appropriately and didn't participate enough in group session. Complainant disputed these reasons. Complainant undertook trial but was not offered a job. Complainant says store manager asked him personal questions about where he lived and if he had a big house.
Ground	Racial hatred
Area	Racial hatred
Terms of Settlement	Apology - public Undertaking to cease an action
Complaint Summary	Complainant is the manager of a housing complex. Complainant claims an owner-occupier racially abused her because she is Asian when she approached respondent on behalf of other tenants about his loud music. It appears the Police were also involved.

Ground	Ethnic origin - direct Ethnic origin - indirect
Area	Provision of goods & services
Terms of Settlement	Complainant satisfied with response Apology - private
Complaint Summary	Complainant claims when she and her partner attended an appointment with respondent company consultant the consultant loudly said "coconut venders" when she saw complainant's Samoan name.
Ground	Racial hatred
Area	Racial hatred
Terms of Settlement	Apology - private
Complaint Summary	Complainant and his wife attended respondent Club recently. Complainant says when he was in the toilet talking with his friend in Spanish a customer racially abused him and called him a "f---ing wog" and told him to speak English. It appears this customer was asked to leave by management. Complainant says he and his family then left.
Ground	Race - direct
Area	Employment Unlawful to incite doing of unlawful acts Employment
Terms of Settlement	Financial compensation
Compensation	\$600
Complaint Summary	Complainant who is of Algerian descent claims he was told by co-workers that he was 'not one of us' and was a 'terrorist'. During an altercation with a co-worker his clothes were spat on and he claims the co-worker said "go back to your job you shit". Complainant claims he told supervisor about the dispute and that he would complain to the police and supervisor responded he would get no more work.
Ground	Ethnic origin - direct Ethnic origin - indirect
Area	Employment
Terms of Settlement	Policy change/change in practice
Complaint Summary	Complainant claims he is being bullied by co-workers who have hidden his tools and time cards and written graffiti on the toilet walls such as "How do you call yourself an Australian". Complainant complained to management and walls were painted but graffiti has again appeared. Complainant claims race discrimination.

Ground	Colour - indirect
Area	Racial hatred
Terms of Settlement	Apology - public Policy change/change in practice
Complaint Summary	Complainant claims that a letter published in respondent quarterly magazine constitutes racial hatred of Jews. The letter suggests 'Israel' was responsible for planning '11 September' and 'Bali' bombings.

Ground	Colour - direct Colour - indirect
Area	Employment Employment or business
Terms of Settlement	Staff training / development program Policy change/change in practice Financial compensation
Compensation	\$3000
Complaint Summary	Complainant says recently when she arrived at work there was a note written on her desk pad "G'illy Wog leave work early" and "Black bitch". Complainant says she resigned.
