



Conciliation Register

Sex Discrimination Act 1984

For complaints conciliated and finalised in the period of 1 October - 30 March 2003

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$25,000
Complaint Summary	Complainant was employed as a driver for respondent transport company. Complainant claims she was sexually harassed by co-worker by way of hugs, grabbing her breasts & pinching her bottom. Complainant claims respondent grabbed her crotch & started rubbing his hand against her genitals. Complainant also claims respondent grabbed complainant's hands & put them down the front of his pants. Complainant claims this behaviour continued on & off for over a year.
Ground	Sexual harassment
Area	Employment or business
Terms of Settlement	Financial compensation
Compensation	\$30,000
Complaint Summary	Complainant is a contract cleaner at respondent company. Complainant claims an employee of respondent company sexually harassed her from the time she commenced employment. Complainant claims respondent hugged her and followed her around and would repeatedly hug her. Complainant resigned and later returned to work for the same company. Respondent starting hugging her on her first day back.
Ground	Sexual Harassment Sex discrimination - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$20,000
Complaint Summary	Complainant claims she was sexually harassed and discriminated against because of her sex in employment. Complainant claims she worked in a male dominant area. Complainant claims questions were asked if she was intoxicated and whether she was involved sexually with other employees after she had been out socially with co-workers. Complainant also says the appropriateness of her dress was questioned but male co-workers were not criticised in same manner.

Ground	Sexual harassment
Area	Goods / services & facilities
Terms of Settlement	Financial compensation
Compensation	\$6000
Complaint Summary	Complainant states she sought advocacy services from service provider and was referred to an advocate. Complainant claims that after meeting with respondent at his office he came to her home. Complainant says respondent sexually harassed her by putting his hand up the leg of her shorts, kissed her, asked for a condom. Complainant says respondent left but came back 3 months later & said he had paperwork for her. Complainant says he put complainants hand on his penis and started kissing her. Complainant told him to stop & he left. Complainant has made complaint to police but did not pursue.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$50,000
Complaint Summary	Complainant commenced employment with respondent home building company as a sales consultant. Complainant claims she has been sexually harassed; discriminated against because of her sex; marital status and family responsibility and victimised. Complainant claims respondent sales manager made comments such as "nice tits" and "you're only here because you have a c..t". Complainant claims respondent simulated masturbation behind her back and others would laugh. Complainant complained to management but claims nothing happened and she was ignored.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims she was sexually harassed by licensee of respondent hotel where she worked. Complainant claims respondent and a friend offered her money to see her breasts and asked her if she was a lesbian, virgin or had a boyfriend when she refused. Complainant further claims respondent tried to grab her breasts and put his hand up her skirt. Complainant made a complaint to Police.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$150
Complaint Summary	Complainant applied for a job with respondent retail store as a shop assistant. Complainant claims she was interviewed in a most informal manner and respondent asked her jean size and height. Complainant claims sexual harassment.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant commenced employment with respondent firm as an office administrator. Complainant claims she was sexually harassed by the Director and a co-worker by way of respondent accessing pornographic websites; jokes about sex; questioned about her personal life and comments that were derogatory towards women and particularly older women. Complainant says advised her contract was being terminated after she complained.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Policy change/change in practice Financial compensation
Compensation	\$2,850
Complaint Summary	Complainant commenced employment with respondent company as a personal assistant/receptionist. Complainant claims she was sexually harassed by owner who discussed his sex/personal life to complainant. Complainant claims respondent commented on her body and asked her to stay at a hotel with him. Complainant says when she rejected advances her job was made redundant.
Ground	Sexual harassment Pregnancy - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims she was sexually harassed by her boss. Complainant worked as a child carer. Complainant claims respondent would ask her for drinks, comment that she had reached the age of consent - 16 years and when she turned 18 told her she could watch X rated movies. Complainant's boss found out she was pregnant and told complainant it was disgusting. Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims she was sexually harassed by son of employer, who kissed her ear, unbuttoned her skirt and put his hand on her thigh and shoulder and breast. Complainant is sixteen years old.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant commenced as a casual with respondent company through a personnel agency. Complainant claims she was sexually harassed by the production manager who would ask complainant to show her breasts; would ask for a head job and talked about prostitutes and sex. Complainant claims respondent's screensaver was of a naked women and that he had pornographic magazines at work. Complainant also says respondent left toilet door open and urinated in front of complainant.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$3,750
Complaint Summary	Complainant who worked as a secretary for a law firm claims she was sexually harassed by her manager who rang her on her mobile and left a message of a sexual nature on her mobile phone. Complainant claims she reported this to the HR Manager and she was ultimately dismissed from her position.
Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$4,000
Complaint Summary	Complainant claims she was sexually harassed by a colleague. Complainant advised respondent supervisor who told her respondent was leaving so try to get on with him until then. Complainant advised a harassment contact officer and respondent was moved away from her desk. Complainant claims supervisor was critical of her complaining and how it affected others. Respondent resigned. Complainant claims supervisor continued to blame complainant and marked down her performance because of how complainant handled matter.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant employed with respondent building supply company as a retail sales person. Complainant was dismissed. Complainant claims she was sexually harassed throughout her employment by a co-worker who would say "I want to hug and lick your pink bits", "nice tits", "nice arse". Complainant complained to management. Complainant further claims she was sexually harassed by the security officer who pinched her near the hips. Complainant claims another co-worker referred to the "two bumps" in her shirt.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$11,061
Complaint Summary	Complainant claims she has been sexually harassed by her boss who invades her personal spaces, calls her beautiful and suggests that he "spank" her if she does something wrong. Complainant claims respondent grabbed her thigh when he was giving complainant a lift in his car.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$11,061
Complaint Summary	Complainant claims she has been sexually harassed by her boss who invades her personal spaces, calls her beautiful and suggests that he "spank" her if she does something wrong. Complainant claims respondent grabbed her thigh when he was giving complainant a lift in his car.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$8,000
Complaint Summary	Complainant alleges sexual harassment by employer. Complainant claims respondent would ask inappropriate sexual questions, discussed his marriage and sex life and sent emails saying he 'wanted her'.

Ground	Sexual harassment Sex discrimination - direct
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$7,590
Complaint Summary	Complainant claims that while attending a training course at a TAFE for work purposes, several individual classmates (some of whom are her work colleagues) made numerous sexist remarks about women and comments of a sexual nature. Complainant specifically stated the comments such as "women are only good for head jobs", "I have sex with five women at once" etc. were made during her course. Complainant states she complained to both her lecturer and work supervisor but very little was done. Complainant eventually resigned from her position with her employer.
Ground	Sexual harassment Sex discrimination - direct
Area	Employment
Terms of Settlement	Apology - private
Compensation	\$45,000
Complaint Summary	Complainant claims she was sexually harassed while awaiting the outcome of an appeal against a decision to dismiss her. Complainant claims respondent was reading a magazine about underwear in front of her and asked her questions about her underwear, told her he would be able to watch her getting changed and asked to see and touch her breasts and requested that she give him a "blow job".
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,500
Complaint Summary	Complainant works as a computer programmer. Complainant was contracted to work on a project with another contractor from another company who worked as her supervisor on the project. Complainant claims respondent invaded her personal space, asked questions about her private life. Complainant claims when she stopped responding to questions he would try and humiliate her in front of others. Complainant became anxious and asked to be moved from respondent's supervision.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$15,000
Complaint Summary	Complainant claims she was sexually harassed by her Manager who offered her money to spend the night with him; sent sexual messages on her mobile; told her he was going to squeeze complainant's nipples and grabbed her leg when she was in a car with him. Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$13,000
Complaint Summary	Complainant commenced employment with respondent retail store in 1990 as a shop assistant. Complainant claims in March - June 2001 she was sexually harassed by a section manager who called her "beautiful, gorgeous and sexy"; leered at her and grabbed her breasts. Complainant has not worked since June and appears to be on Workers Compensation.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private
Complaint Summary	Complainant commenced employment with respondent and claims she was sexually harassed by a co-worker who made comments about her figure; grabbed her hand and told her she was cute. Complainant claims on one occasion respondent hugged her and touched her bottom. Later complainant says respondent's fiancé rang her and abused her accusing her of having an affair with respondent.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private
Compensation	\$6,500
Complaint Summary	Complainant is 'employed' by respondent employment agency. Complainant worked for respondent and was sexually harassed by an employee of respondent. Complainant reported matter to both respondents and advised employment agency she didn't want to work with respondent anymore. Complainant has tried to resolve matter but is not satisfied with outcome. Complainant claims that respondent employee told others he was dating the complainant and told complainant he knew where she lived.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant is employed as a radio announcer with respondent radio station. Complainant claims she has been sexually harassed in her employment by way of exposure to pornographic magazines and x-rated internet sites. Complainant claims respondent co-worker asked if she was "screwing her way" to the top and another co-worker made comments about her breasts and made comments with sexual innuendo and on one occasion grabbed her breast and buttocks. Complainant complained to management but is unsatisfied with outcome and claims respondent employer is now criticising her work.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant claims she was sexually harassed in her employment by manager who invaded her personal space, would leer at her, touch her shoulder and poked her in the ribs. Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$6,000
Complaint Summary	Complainant claims she was sexually harassed in her employment by her Manager who would comment about her personal appearance; ask if she had a 'G-string' on, put his hands down her top and say she gave him an erection. Complainant claims this all occurred after she had sex with respondent after a Christmas party. Complainant also claims respondent 'pressured' her to perform oral sex and she was fearful she would be sacked if she didn't. Complainant resigned in April 2002.
Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant commenced employment with respondent company as a receptionist on a casual basis. Complainant claims a new employee commenced who made offensive comments to her such as "I'd like to have sex with you" and exposed his genitals in front of her. Complainant claims management told her "he was just mucking around" and later suggested complainant had encouraged him. Complainant became stressed and shortly after employment was terminated.

Ground	Sexual harassment Sex discrimination - direct
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$43,000
Complaint Summary	Complainant claims she has been harassed and bullied over past six years and in particular in relation to when she would have children. Complainant also claims she was subjected to sex discrimination and had to put up with pornographic material.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private
Compensation	\$5,250
Complaint Summary	Complainant claims she was sexually harassed by branch manager who told smutty jokes and was intrusive by following her when she had a cigarette and told her young son his mother had "schized out". Complainant claims CEO was unsupportive.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant employed with respondent building supply company as a retail sales person. Complainant was dismissed. Complainant claims she was sexually harassed throughout her employment by a co-worker who would say "I want to hug and lick your pink bits", "nice tits", "nice arse". Complainant complained to management. Complainant further claims she was sexually harassed by the security officer who pinched her near the hips. Complainant claims another co-worker referred to the "two bumps" in her shirt.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$11,061
Complaint Summary	Complainant claims she has been sexually harassed by her boss who invades her personal spaces, calls her beautiful and suggests that he "spank" her if she does something wrong. Complainant claims respondent grabbed her thigh when he was giving complainant a lift in his car.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Policy change/change in practice
Compensation	\$8,000
Complaint Summary	Complainant claims she was sexually harassed in her employment by her boss who told her she was attractive, that he was in love with her, would kiss her and touched her breasts. Complainant resigned after four months.
Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant alleges sexual harassment of complainant by respondent in employment. Alleged acts include that respondent slapped her on the bottom, tried to touch her breast and made comments such as "do you f--- good", "do you give head jobs", "give me head". It is also alleged that respondent threatened complainant with legal action because she alleged sexual harassment.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$4,500
Complaint Summary	Alleged sexual harassment and victimisation of complainant by respondent in employment. Alleged acts include comments such as "show us your tits", "they're saggy f----- tits" "you're frigid", tried to lift up her top, asked her to sleep with him, offered her \$ to take her clothes off, tried to kiss her and put his hand up her skirt. Complainant also alleged that respondent threatened her after she contacted the union about his behaviour.
Ground	Sex discrimination - direct / indirect Pregnancy direct / indirect
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$10,000
Complaint Summary	Complainant states she was employed as a Training Consultant with respondent Bank . Complainant claims she went on maternity leave and while on leave an unfavourable performance appraisal was `signed-off'. Complainant claims she was not advised nor consulted about changes to her role whilst she was on leave and after she returned to work she was not considered for particular projects. Complainant's position was made redundant.

Ground	Pregnancy - direct / indirect
Area	Employment
Terms of Settlement	Apology - private
Compensation	\$2,500
Complaint Summary	Complainant was employed by respondent real estate agency. Complainant claims when she became pregnant respondent instructed her to perform a number of duties which caused her to feel ill. Complainant says after she complained to respondent about this she was dismissed.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Reference provided
Compensation	\$7,500
Complaint Summary	Complainant claims pregnancy discrimination in her employment as a respite carer. Complainant claims that after she advised her employer of her pregnancy her shifts decreased and her employment was terminated.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,250
Complaint Summary	Complainant claims respondent employer terminated her employment because she was pregnant.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Apology - private
Compensation	\$1,000
Complaint Summary	Complainant who worked as a photographic assistant claims she was given menial work and harassed when she advised respondent company she was pregnant. Complainant claims respondent advised work was too dangerous.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant claims that respondent private hospital declined to provide her light duties which she required due to complications arising from her pregnancy. Complainant worked as a Registered Nurse in Critical Care.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$11,000
Complaint Summary	Complainant has worked for respondent recruitment agency for three years. Complainant advised respondent she was pregnant and requested Maternity Leave. A month later complainant was advised her performance was not up to standard. Complainant's employment terminated one month later.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$11,542
Complaint Summary	Complainant claims she was not given further work by respondent accounting firm after she told respondent she was pregnant.
Ground	Pregnancy - direct
Area	Employment or business
Terms of Settlement	Apology - private Staff training / development program Financial compensation
Compensation	\$2,500
Complaint Summary	Complainant claims she was discriminated against in her employment with respondent restaurant because of her pregnancy. Complainant claims she was subject to comments such as "you'll get a fat arse", was told to have an abortion & constantly asked if she would return to work. Complainant claims she was pressured to work part-time & when complainant wanted to return to work she was advised she would have to work a minimum of shifts.

Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant was employed with company through labour hire company as a canteen/kitchen hand. Complainant was employed by agency during her three months probation period. Complainant claims prospective employer withdrew an offer for on-going employment when complainant advised she was pregnant.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$6,700
Complaint Summary	Complainant has been employed by respondent jeweller for six years. Complainant claims respondent owner talked about her female medical condition with other employees and later complainant claims respondent dismissed her shortly after she advised respondent pregnant.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$7,000
Complaint Summary	Complainant who returned to her workplace after twelve months maternity leave claims that her position had changed in the duties she was required to perform and also the conditions of her employment i.e. loss of package vehicle, salary not clarified and that she was not taken into consideration when some re-structuring occurred. Complainant claims pregnancy discrimination.
Ground	Pregnancy - direct Parental status / family responsibility
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims that respondent airline introduced 'flying requirements' to her position when she advised she was pregnant and on return from Maternity Leave. Complainant claims the person who undertook her duties whilst on leave did not have to undertake the flying requirement.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$4,500
Complaint Summary	Complainant commenced employment with respondent company as a clerk. Complainant later became pregnant and suffered severe sickness that required hospitalisation. Complainant requested light duties &/or part time work. Respondent said it could not accommodate so complainant commenced maternity leave early. It would appear company changed hands during leave and complainant was advised her position was redundant. Complainant claims pregnancy & sex discrimination.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant claims pregnancy discrimination in employment. Complaint has resigned
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims that she has been moved to another work area since her return from Maternity Leave.
Ground	Parental status / family responsibility
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$500
Complaint Summary	Complainant claims that she was dismissed because of her family responsibilities when she couldn't change her start time from 7.00 am to 6.00 a.m. because of child care arrangements.

Ground	Sex discrimination - direct Sex discrimination - indirect Parental status / family responsibility
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$2,000
Complaint Summary	Complainant alleges that respondent treated her & other female staff less favourably than male staff. Respondent alleged that complainant & other female staff were rostered in a manner which resulted in financial disadvantage compared to male staff. Also alleged that complainant's family responsibilities not accommodated & that she was victimised after raising issue of discrimination with management/union.
Ground	Sex discrimination - indirect
Area	Goods / services & facilities
Terms of Settlement	Policy change/change in practice
Complaint Summary	Complainant essentially claims respondent bus service indirectly discriminates against women because respondent requires that prams and strollers be folded up before boarding the bus and children must be held by mother. Complainant claims this is a new policy.
Ground	Sex discrimination - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,500
Complaint Summary	Complainant who works as a therapist with a housing facility alleges she was sexually harassed on five occasions by a resident at the housing facility. Complainant claims she raised these incidents with her employer on all occasions but no action was taken by management.
Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,250
Complaint Summary	Complainant claims she was denied part-time employment following maternity leave. Complainant claims respondent had indicated part-time work would be available prior to leave. Complainant says she attempted to negotiate with respondent but was forced to resign.

Ground	Sex discrimination - direct
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$10,000
Complaint Summary	Complainant works for a bank and claims that she has been sexually harassed and experienced sex discrimination. Complainant specifically alleges that her Area Manager would refer to her as "Angel", that he sent her SMS messages asking about her personal life, that he touched her on her stomach, on the ear and her hair. Complainant states she told him to stop but respondent would laugh at her, gave her a \$300 gift voucher, and invited her out to dinner which she claims were unwelcome. Complainant complained internally to her employer and is not satisfied with outcome.