



Conciliation Register

Sex Discrimination Act 1984

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

Ground	Sex discrimination - direct
Area	Sexual harassment
Terms of Settlement	Employment
Compensation	\$5,000
Complaint Summary	Complainant commenced employment with respondent Commonwealth agency in a call centre. Complainant claims during her employment she was harassed and victimised and discriminated against on the basis of race, sex and disability. Complainant claims the acts included sending a sexually harassing email which included pornographic material; made comments of derogatory nature against Asian people - complainant's partner of Chinese origin and poor handling of her workplace injury.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$9,000
Complaint Summary	Complainant commenced a traineeship at respondent company. Complainant claims her supervisor has sexually harassed her by invading her personal space, touching her buttocks and putting his hands on her when explaining things. Complainant claims during a camping trip for business planning respondent pulled his pants down in front of the complainant and read a pornographic magazine. Complainant complained to the Manager and she was isolated from respondent. Complainant is on stress leave.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$23,000
Complaint Summary	Complainant claims she was sexually harassed in her employment with mining company by the project supervisor. Complainant claims respondent asked her to try on her work uniform when it was issued; asked if she wanted watch TV on his bed. Respondent suggested he would split up complainant's marriage & made comments about her looks. Complainant claims when she formed a relationship with another employee she was harassed. Complainant resigned.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Reference provided Policy change / change in practice Financial compensation
Compensation	\$6,500
Complaint Summary	Complainant has worked with respondent community legal centre for many years. Complainant says the Director has sexually harassed her over this time but in particular this has increased in last two years and respondent has started to touch complainant - for example complainant claims respondent grabbed her hand when driving her home and asked her if he could come in and was her husband home. Complainant further claims respondent tried to grab her breasts; put his hand between her legs and kiss her. Complainant claims she has not been able to work since this incident and now has panic attacks.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$4,750
Complaint Summary	Complainant claims she was sexually harassed in her employment with respondent security company. Complainant claims co-worker would rub her shoulders, kiss her on the head & make sexual innuendo. Complainant claims when she advised supervisor he made jokes about sexual harassment.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$30,000
Complaint Summary	Complainant claims she was sexually harassed in employment. Complainant claims her senior supervisor said "I think you need sex and I need sex and I think were both adult and professional enough not to let it affect our work"; that he tried to kiss her; that he often became hostile towards her and that work was "sexually permeated environment".

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$4,000
Complaint Summary	Complainant is employed by respondent call centre. Complainant claims she was sexually harassed by a supervisor by way of comments - said complainant's "arse looks smaller" and she "looked great". Complainant claims supervisor would ring her at home and "heavy breathe" and pay her undue attention at work and send emails with sexual innuendo. Complainant went on leave and when she returned supervisor intimidated her and another ostracised her.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$36,000
Complaint Summary	Complainant commenced employment with respondent software company in the training area. Complainant is a single parent. Complainant claims she was sexually harassed by the director of the company. Complainant claims the director tried to make her perform oral sex on him and later told her they had had sex. Complainant says she was intoxicated but did not believe the respondent's claim. Complainant claims about six months later the respondent tried to kiss her and forced her to have sex with him. Complainant claims that respondent stated he wanted to start a sexual relationship with her but complainant rejected this and claims respondent persisted harassing her. Complainant has been unable to continue working.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant employed with respondent company as an administrative assistant. Complainant claims that the owner of company sexually harassed her by way of making personal comments about her body and private life and discussing his sex life. Complainant claims respondent read pornographic magazines and viewed pornography on the Internet. Complainant claims respondent told her breasts were getting bigger. Complainant ultimately resigned.

Ground	Sexual harassment
Area	Goods / services & facilities
Terms of Settlement	Apology - private
Compensation	
Complaint Summary	Complainant claims a sales assistant stared at her breasts and 'ogled' her when she went to the store to buy appliances.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant was employed as a contract cleaner for respondent company. Complainant claims she was sexually harassed by an employee of respondent company over 18 month period. Complainant claims respondent employer asked her if she was married, stared at her breasts and told her her nipples were showing. Complainant also claims respondent pushed his groin into her thigh and grabbed her breasts. Complainant made a complaint to company in and the employee was dismissed.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$8,000
Complaint Summary	Complainant claims she was sexually harassed by the general manager of respondent company she worked at. Complainant claims respondent placed his arms around her waist and asked her did she feel the same sexual attraction as he did. Complainant advised her husband and they both advised the owner/director of the company. Respondent was counseled and he apologised. Complainant claims following this respondent was rude and over scrutinised her work and told the new owner of the company her job was of little importance. Complainant later resigned.

Ground	Sexual harassment
Area	Sex discrimination - direct Employment
Terms of Settlement	Financial compensation
Compensation	\$2,000
Complaint Summary	Complainant employed by respondent real estate. Complainant claims a sales representative employed by the agent sexually harassed her by way of comments about sex such as he liked it "doggie style" that he had a "huge boner" referring to his genitals. Complainant also claims that 'stand-in' supervisor also sexually harassed her by way of sexual innuendo and belittling comments about her and clients. Complainant says she was very stressed and required sick leave. Complainant says she resigned.
Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant claims she was sexually harassed in her employment with respondent newspaper by co-workers who superimposed a photograph of her face onto a pornographic image of woman and circulated it around the office. Complainant complained to management. Complainant found that the co-worker who made the photograph and his friends then over-scrutinized her work and told her she couldn't take a joke. Complainant claims she has been victimised and forced to take leave. Complainant was then dismissed.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$17,000
Complaint Summary	Complainant commenced work in respondent fruit shop doing after school hours. Complainant claims respondent read pornographic magazines and asked if she was turned on by them. Complainant claims respondent later tried to kiss her and touch her breasts and tried to get her to have sex with him. Complainant claims respondent would ring her on her mobile at school. Complainant also claims respondent would expose his erect penis to her and ask her to suck it.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,000
Complaint Summary	Complainant claims she was dismissed from her employment because she made a complaint about a co-worker sexually harassing her and telling everyone she is a lesbian. Complainant claims co-worker kept asking her to his house to watch "blue movies" and to give him a "head job".
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Policy change / change in practice
Compensation	\$10,000
Complaint Summary	Complainant was employed by respondent building company as an Office Manager. Complainant claims she was sexually harassed by the owner who kissed her, talked about his private life and marriage. Complainant claims respondent would also try to touch her breasts, push himself against her and on one occasion exposed his penis.
Ground	Sex discrimination - direct Sex discrimination - direct / indirect Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims she was sexually harassed in employment by way of receipt of sexist and discriminatory emails about women, was excluded from lunches because she was told they were "for the boys". Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Policy change/change in practice Financial compensation
Compensation	\$9,500
Complaint Summary	Complainant employed by respondent security firm. Complainant claims she was sexually harassed by her supervisor who, at the Christmas party, told her he wanted to have a relationship with her at the work and then pursued her at work by sending numerous text messages asking for complainant to give him a chance, ringing her and sending emails.

Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$40,000
Complaint Summary	Complainant worked in a medical centre in a professional role for five years. Complainant went on maternity leave after four years. When she contacted respondent about returning to work she was advised that she could not have her previous job back and she was offered another position as a receptionist. Complainant initially refused the position but then returned to work. Complainant states she was then told to leave the workplace. The respondent then sent a letter to complainant advising a restructure had occurred while she was away and her job no longer existed and only the receptionist job was available. The respondent later withdrew that offer.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,000
Complaint Summary	Complainant claims shortly after she advised her employer she was pregnant issues were raised about her performance. Complainant claims she was forced to resign.
Ground	Sex discrimination - direct Pregnancy discrimination - direct
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$3,000
Complaint Summary	Complainant employed by respondent as engineer. Complainant alleges sex and pregnancy discrimination. Complainant alleges she was not paid salary increases although other male engineers received them. Complainant says that after she advised respondent she was pregnant her desk was moved to back of office, she was given no work, comments were made about organizing a nursery at complainant's desk. Complainant went on maternity leave and tried to return to work early, respondent refused to let complainant return to work early and then advised complainant her position had been made redundant.

Ground	Sex discrimination - direct Pregnancy - direct
Area	Employment
Terms of Settlement	Employment options improved - job offer Financial compensation
Compensation	\$4,000
Complaint Summary	Complainant was offered a position with respondent company as receptionist. Two weeks after commencing the complainant advised the respondent she was pregnant. The complainant claims the respondent suggested she have an abortion. The following day the complainant was dismissed.
Ground	Pregnancy - direct / indirect Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$3,000
Complaint Summary	Complainant commenced employment with respondent company. Complainant later made an internal complaint of sexual harassment by a co-worker - complainant withdrew complaint and no further sexual harassment took place after a company investigation. Complainant later requested Maternity Leave but was told she was not eligible and told she would be better off as a casual. Complainant says after some pressure by respondent she accepted to work as a casual. Complainant returned to work after two months on part time basis. Complainant wanted to work full time. Complainant was later subject to a conduct warning. Complainant claims issues are interrelated and constitute discrimination.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,500.00
Complaint Summary	Complainant worked in a kitchen in a hotel. She claims that after she told her boss she was pregnant her hours of work were reduced and a short time later she was taken of the roster completely.

Ground	Pregnancy - direct / indirect
Area	Employment
Terms of Settlement	Employment options improved - job offer
Compensation	
Complaint Summary	Complainant worked with a car dealership for ten years. The company then merged with other dealerships to form the respondent company. Some positions were to be centralised into one. At the same time the complainant was pregnant and due to commence maternity leave. Complainant claims she learned the centralised position had been given to another employee. Complainant claims she was not advised about the selection or given an opportunity to apply. Complainant now wants to return to work on a part time basis and respondent has advised no work is available.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant was employed by respondent company and claims her performance was recognised through various employee awards. When complainant advised respondent she was pregnant. Complainant advised respondent that she was pregnant and a week later she received a warning about her performance and advised if she didn't improve she'd be dismissed. Complainant was dismissed a few weeks later.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$17,000
Complaint Summary	Complainant has been employed by respondent company for ten years. Complainant took twelve months maternity leave. Complainant claims two months prior to her return date she contacted respondent and was advised her position as personal assistant to the General Manager was no longer available. Complainant says she was offered another job which had lower pay, responsibility and status. Complainant declined the offer and took a redundancy. Complainant claims the person who replaced her while she was on leave has been made a permanent employee.

Ground	Pregnancy - direct
Area	Administration of Commonwealth laws & programs
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant states she was medically discharged from employment with the Commonwealth and has received vocational rehabilitation payments since. Complainant states that when she told them of her pregnancy she was advised that payments would cease six months before due date and recommence six months after because she was considered incapacitated due to pregnancy not injury during this period. Complainant claims that this is discriminatory as pregnancy does not impact on ability to continue with rehabilitation.
Ground	Sex discrimination - direct / indirect Pregnancy - direct
Area	Employment
Terms of Settlement	Employment options improved - job offer Financial compensation
Compensation	\$30,000
Complaint Summary	Complainant employed by respondent company for many years. Complainant took maternity leave and on return to work found her job had been restructured and she commenced work in a new position, part time. Complainant later advised she was pregnant with her second child. Complainant was advised soon after that her job had been downgraded.
Ground	Sex discrimination - direct Sex discrimination - indirect Pregnancy discrimination - direct Pregnancy discrimination - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant employed by respondent for short time. Complainant advised respondent she was pregnant. Respondent approved unpaid maternity leave for six months but complainant was asked to return earlier in a part-time capacity. Complainant agreed subject to flexibility as she was breast feeding her baby - respondent did not agree - so discussion ensued regarding earlier return to work plans - but respondent ultimately advised complainant it would be best if her employment was terminated.

Ground	Sex discrimination - direct / indirect Pregnancy discrimination - indirect
Area	Employment
Terms of Settlement	Policy change/change in practice Financial compensation
Compensation	\$12,000
Complaint Summary	Complainant alleges employer would not provide part-time duties to her on return to work after maternity leave. Complainant alleges company has blanket no part-time policy but has allowed some men to work part-time. Complainant alleges discrimination on basis of sex and pregnancy.
Ground	
Area	Pregnancy - direct
Terms of Settlement	Employment
Compensation	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant worked as an Administration Manager with the respondent. Complainant became pregnant and advised her employer she wanted to take maternity leave. Complainant claims her employment was terminated as respondent claimed it could not accommodate her application for maternity leave.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,500
Complaint Summary	Complainant was employed as a legal secretary with respondent law firm. Complainant advised respondent that she was pregnant. Complainant claims that she was put under pressure to move to another area as a receptionist. Complainant declined. Respondent advised her changes were going to be made anyway and the complainant then resigned.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Policy change/change in practice Financial compensation
Compensation	\$2,000
Complaint Summary	Complainant claims she was dismissed from her employment in a cafe because of her pregnancy.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$17,000
Complaint Summary	Complainant employed by respondent at management level for a number of years. Complainant notified respondent she was pregnant. An agreement was reached in relation to maternity leave and return to work part time. Complainant claims while she was on leave the workplace was restructured and her position made redundant. Complainant claims almost all other employees were given contract work. Complainant claims the only reason for her redundancy is because she was on maternity leave.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$25,000
Complaint Summary	Complainant claims she was discriminated against because of her sex and pregnancy by respondent Bank where she worked. Complainant claims that she suffered a serious pregnancy related illness and that this was aggravated by respondents actions in relation to her taking sick leave and making a workers compensation claim. The complainant also alleges her manager made remarks about the inconvenience her pregnancy could cause. Complainant alleges that she was unable to return to work because of the discrimination.
Ground	Sex discrimination - direct / indirect Pregnancy - direct / indirect Marital status - direct
Area	Employment
Terms of Settlement	Apology - private
Compensation	\$18,000
Complaint Summary	Complainant alleges discrimination on the basis of sex, pregnancy and family responsibility such as comments about her dress, use of sick leave during pregnancy, denial of opportunity to apply for positions whilst on maternity leave and failure to provide a commensurate job on return from maternity leave.

Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Employment options improved - job offer
Compensation	
Complaint Summary	Complainant was employed by respondent retail store as a Sales Assistant but left to move interstate. Complainant claims she had excellent performance reviews. Complainant returned to her state and sought employment with respondent. Complainant claims she was rejected because she was pregnant.
Ground	Sex discrimination - direct
Area	Employment
Terms of Settlement	Apology - private Staff training / development program Policy change / change in practice
Compensation	\$1,200
Complaint Summary	Complainant was employed by respondent commonwealth authority on short term contract. Complainant told respondent she was breastfeeding & would need an area to express milk during the day. Complainant claims the following day the respondent called & told her she was only entitled to ½ hour break per day & under no circumstances to bring her baby to work as it would be inappropriate to express. Complainant claims she was bullied into pulling out of the contract
Ground	Sex discrimination - direct Pregnancy direct / indirect Sexual harassment
Area	Employment
Terms of Settlement	Employment options improved - job offer
Compensation	\$100
Complaint Summary	Complainant employed by respondent security services. Complainant claims that she was not offered the same number of shifts as male colleagues because of her sex and pregnancy. Complainant still employed.

Ground	Sex discrimination - direct
Area	Goods / services & facilities
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims that prize money in sporting competition discriminates against her because of her sex in that the prize money for women is significantly lower than the men's for the same events.
Ground	Sex discrimination - direct
Area	Clubs
Terms of Settlement	Complainant satisfied with response
Compensation	
Complaint Summary	Complainant claims Club is conducting a mixed-sex lawn bowls competition on the basis that women play in lead position and man is to play the skip. Complainant claims sex discrimination.