



Conciliation Register

Sex Discrimination Act 1984

For complaints conciliated and finalised in the period of 1-Jul-2002 to 30-Sep-2002

Ground Parental status / family responsibility

Area Employment

Terms of Settlement Financial compensation

Compensation \$3,000

Complaint Summary Complainant claims she has been dismissed because of her family responsibilities and her disability from her employment in respondent health insurer's call centre. Complainant claims she has taken leave because her children have been sick.

Ground Sexual harassment

Area Employment

Terms of Settlement Apology - private

Compensation

Complaint Summary Complainant says she commenced employment at respondent bowling club as a bar person. Complainant claims she was sexually harassed by the manager who in her first month of employment undid the top button of her shirt. Complainant further claims the manager told her 'you are giving me a hard-on' when she was visiting the Club one day. Also that respondent told her she had 'better boobs than Dolly Parton'. Complainant further claims that when she suffered a workplace injury the manager told her he wouldn't re-employ her because of her Worker's Compensation claim.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private
Compensation	
Complaint Summary	Complainant claims she commenced employment with respondent Commonwealth authority as an administrative officer. Complainant claims she was sexually harassed by a manager by way of comments such as: - "looking mighty good today" "now I've got you where I want you". Complainant further claims respondent would put his hands into her jean's pocket, stare at her breasts and push himself up against her and made sexual innuendo. Complainant resigned.
Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Apology - private
Compensation	\$5,000
Complaint Summary	Complainant claims she was sexually harassed by her supervisor who would make comments such as "like kissing a woman's c--t" when comparing kissing a man with a beard and complainant claims respondent spoke about taking photos of naked women in explicit positions. Complainant complained to respondent manager but no action taken and complainant was told if problems persist she'd be removed from work place.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private
Compensation	
Complaint Summary	Complainant is employed by respondent small goods company. Complainant sustained a workplace injury to her right elbow and was off work for 2 weeks & returned to work on restrictions which she claims respondent did not adhere to. Complainant claims during her return to work she was sexually harassed by her supervisor who allegedly said he wanted to suck her breasts & asked her to suck his penis. Complainant claims respondent threatened her job if she complained.

Ground	Sexual harassment
Area	Employment or business
Terms of Settlement	Apology - private Staff training / development program Financial compensation
Compensation	\$4,500
Complaint Summary	Complainant claims she was sexually harassed in her employment by respondent fruit company owner. Complainant claims respondent would refer to her breasts as coconuts, make comments about oral sex and ask her personal questions about her sex life. Complainant further claims respondent would rub himself up against her back.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant commenced employment with respondent building supply company as a retail sales person. Complainant was dismissed two years later. 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", and "nice arse". Complainant complained to management but claims no action taken. 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	Reference provided
Compensation	\$1,224
Complaint Summary	Complainant claims she was sexually harassed by her boss who made comments such as "I thought you liked it hot" and "I'll warm you up". Complainant further claims she was sexually harassed by a co-worker who asked her "whose dick have you been sucking" when complainant complained of a sore throat.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,216
Complaint Summary	Complainant claims she was sexually harassed by her supervisor when they were away for a regional meeting. Complainant claims respondent entered her hotel room, told her she was attractive, rubbed her leg and told her about another sexual harassment complaint he was involved with. Complainant says she told respondent to leave - which he did - but he kept knocking at her door saying his room mates wouldn't let him in. Complainant says respondent apologised the next day. Complainant complained to management but was not satisfied with outcome. Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant commenced work with respondent telephone company through a temp agency. Complainant claims a co-worker sexually harassed her by way of asking her questions of a personal nature - "had she scored on the weekend" "are you wearing a g string" and would ask complainant to sit on his lap. Complainant claims that when she made a complaint to respondent employer she was advised co-worker was old school and didn't know better and then handled the matter inappropriately.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,000
Complaint Summary	Complainant claims that she was sexually harassed by her supervisor during her employment with the respondent retail outlet. Complainant alleges that her supervisor asked her questions about her private life, advised that he had not had sex for six months and that he would do it to her. Complainant claims she was moved into kitchen area, denied breaks, and continually harassed by her supervisor.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$45,000
Complaint Summary	Complainant was employed with respondent as a cashier/bar attendant. Complainant claims she was subjected to sexual harassment by a co-worker. Complainant says co-worker made comments such as "you have the perfect face to *** on" and would brush his body against her. Complainant claims she complained to her supervisor but no action was taken. Complainant claims ultimately she believes she was passed over for shifts because she complained. Complainant has not worked because of severe anxiety.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$27,000
Complaint Summary	Complainant commenced employment with respondent as an administrative officer. Complainant claims after a few months the owner of the company told her he loved her and attempted to kiss her. The complainant claims a few days later the owner grabbed her and kissed her when in his car. The complainant rejected respondent's advances and respondent left her a note apologising. Complainant says a month later she was asked to resign - she refused but is on sick leave and has lodged a Workers Compensation claim.
Ground	Sexual harassment
Area	Employment or business
Terms of Settlement	Apology - private Financial compensation
Compensation	\$3,000
Complaint Summary	Complainant who is fifteen years old claims she was sexually harassed by a co-worker who is twenty three years old. Complainant says respondent continually asked her out and told her how much he liked her. Complainant claims when she refused respondent complained about her. Complainant claims she told management but respondent continued to harass her. Complainant's father warned respondent off and recently had an Apprehended Violence Order lodged against him by respondent.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,500
Complaint Summary	Complainant claims respondent employer asked her questions about her private life such as whether she was having sex with her boyfriend. Complainant also claims that respondent put his arms around her shoulders; commented on her appearance and that she was 'after sex' and that respondent wanted to have a relationship with her. Complainant claims that she felt uncomfortable and intimidated and resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant commenced employment with respondent sandwich shop as a shop assistant . Shop was later sold but complainant kept position. Complainant claims respondent owner would bring pornographic magazines into the shop and leave them in the toilet. Complainant claims respondent would talk about women and whether their pubic hairs were shaved and make comments about their bodies. Complainant also claims respondent asked her if she "shaved", told her he fantasized about her and told her he had an erection. Complainant says respondent then went to the toilet and with door partly opened said "I'm coming". Complainant left immediately.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Policy change/change in practice Financial compensation
Compensation	\$25,000
Complaint Summary	Complainant claims she was sexually harassed by the Lecturer she worked for as an administrative assistant at respondent University. Complainant claims respondent asked her about her personal life and spoke about his marriage and divorce. Complainant claims respondent sent her anonymous emails which stated the sender "wanted" the complainant.

Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Apology - private Policy change/change in practice Financial compensation
Compensation	\$4,500
Complaint Summary	Complainant applied for a promotion but was passed over because employer believed she wanted to start a family. Complainant alleges discrimination on the basis of potential pregnancy.
Ground	Sex discrimination - indirect Pregnancy - direct
Area	Employment
Terms of Settlement	Reference provided
Compensation	\$2,500
Complaint Summary	Complainant claims that she was discriminated against by her employer on the basis of her pregnancy. Complainant states that when she was twenty two weeks pregnant she was asked to change some of her duties. Employer objected and complainant had to keep doing all duties. Complainant claims that as a result her shifts were reduced and she didn't get any day shifts. Complainant then did not get any shifts before she went on maternity leave.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,000
Complaint Summary	Complainant works as an independent local contractor for respondent wedding company. Complainant became aware she was pregnant. Complainant advised she wanted to continue to work and wanted to renegotiate her fee in line with another local contractor. Respondent advised would renege for 12 months. Complainant believes this was because of her pregnancy.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation - please specify amount
Compensation	\$56,000
Complaint Summary	Complainant has been employed by respondent Bank since 1987. Complainant's position was being restructured and complainant was to apply for `new' position. Complainant was thirty weeks pregnant at this time. Complainant was prepared to apply and to come for an interview whilst she was on maternity leave as she wished to return to work after that. It appears complainant was successful but respondent wanted her to start three months after she commenced Maternity Leave. Complainant claims pregnancy discrimination.
Ground	Pregnancy - indirect
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$1,000
Complaint Summary	Complainant has worked as a manager for the respondent travel agent for four years. When complainant became pregnant her boss advised her that her position was to be made redundant.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims she was dismissed from her employment because she had been off work sick for two months with a pregnancy related illness. Complainant says respondent employer advised her she had not been working 100%.

Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Employment options improved - job offer etc
Compensation	
Complaint Summary	Complainant has been employed by respondent Commonwealth authority since 1990. Complainant took Maternity Leave. Complainant's work area has been restructured while she was on leave and her hours of work and duties have been changed. Complainant says she doesn't have skills for new position and it appears wants to return part-time. Complainant has been on various types of leave with and without pay to date including sick leave. Complainant is seeking a voluntary redundancy.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Complainant satisfied with response
Compensation	\$4,000
Complaint Summary	Complainant claims that her offer of employment with a Commonwealth agency was withdrawn when it found out she was pregnant and the baby was due in a little over a month.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$2,342
Complaint Summary	Complainant claims she was offered the opportunity to be employed as second in charge of respondent retail store where she had been employed for two years. When complainant accepted offer she also told the manager she was pregnant. Complainant claims respondent then advised complainant she had to apply for the job which she did but was not successful.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Employment options improved - job offer
Compensation	
Complaint Summary	Complainant has been employed by respondent Commonwealth authority for ten years. Complainant took maternity leave and complainant's work area has since been restructured since and her hours of work and duties have been changed. Complainant says she doesn't have skills for new position and it appears wants to return part-time.

Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant had complications arising from her pregnancy. She was due to commence maternity leave 3 months later but her Doctor advised her not to return to work. While on maternity leave respondent employer advised her she was redundant.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$4,236
Complaint Summary	Complainant commenced employment with respondent law firm. Complainant found out she was pregnant. Complainant was suffering morning sickness and requested her hours be varied to accommodate this and respondent refused. Complainant claims shortly later she had a probation review and was told her services were being terminated because of unsatisfactory performance.
Ground	Sex discrimination - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$21,000
Complaint Summary	Complainant claims that whilst on maternity leave her work place was restructured and her prior job no longer existed. Complainant says she was advised of this after returning to work. Complainant later applied to work part-time but employer would not finalise offer of a position. Complainant alleges employer has now raised performance issues with her.
Ground	Sex discrimination - direct
Area	Employment
Terms of Settlement	Complainant satisfied with response
Compensation	
Complaint Summary	Complainant applied for a job through respondent recruitment agency for position as a promotional salesperson. Complainant was interviewed and then advised there would be a second interview. Complainant says when she didn't hear from respondent she contacted them and was advised the employer was looking for a male applicant to "even out" the team. Complainant claims sex discrimination.

Ground	Sex discrimination - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant alleges she was dismissed from employment with respondent as "Crowd Controller" because she is a women.
Ground	Sex discrimination - direct
Area	Trade unions / accrediting bodies
Terms of Settlement	Financial compensation
Compensation	\$31
Complaint Summary	Complainant claims respondent Union told her when she and another member were involved with a complaint about sexual harassment the respondent Union wouldn't get involved because both parties were members. Complainant has since learned respondent Union supported the person she was complaining against and wanted complainant removed from the worksite.