



Conciliation Register

Sex Discrimination Act 1984

For complaints conciliated and finalised in the period of 1 April - 30 June 2003

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Employment options improved - job offer Record changed
Compensation	Financial compensation
Complaint Summary	Complainant claims she was sexually harassed by a manager of the respondent company after she started work with respondent. Complainant says respondent manager said "I had a wet dream in the shower about you this morning", and would say "hello beautiful woman".

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation Reference provided
Compensation	\$13,000
Complaint Summary	Complainant says she was sexually harassed by co-worker who would cuddle her and rub her back. Complainant complained to Manager and the situation settled for a while. Complainant claims sometime later respondent started putting his arms around her.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Staff training / development program
Compensation	Financial compensation
Complaint Summary	Complainant claims that she was sexually harassed during the course of her employment with the respondent. Complainant claims that she was asked during her initial interview whether she had a boyfriend and at a later stage was asked "did your boyfriend keep you up last night" if she yawned in the office. Complainant also claims she and other women in the office were told they should only wear skirts in the workplace and not allowed to wear pants. Complainant also claims that respondent made comments to her "whoah, you're looking good today" when she wore a short skirt or slightly hugging top. Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant says she was sexually harassed by her boss who asked questions about complainant's personal life; discussed private sexual life to complainant and respondent's fantasies about women.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$10,000
Complaint Summary	Complainant claims she has been sexually harassed in her employment for number of years. Complainant claims pornographic magazines were displayed; bad language derogatory towards women was frequently used; simulated movements of masturbation were made; comments made about menstruation and sex by a number of co-workers. Complainant made formal complaint to respondent employer but is unsatisfied with its response. Complainant became stressed and has made a Workers Compensation claim and complainant has been dismissed.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Staff training / development program Financial compensation
Compensation	\$2,000
Complaint Summary	Complainant was employed as a waitress at respondent cafe. Complainant is eighteen years old. Complainant claims the respondent owner who is forty five years old sexually harassed her by hugging her, pinching her backside, trying to undo her bra and insinuated she perform oral sex on him when she was kneeling at a cupboard. Complainant further claims respondent spoke of his sex life would ask complainant about her sex life and suggested she become a prostitute. Complainant resigned.
Ground	Sexual harassment
Area	Victimisation Employment
Terms of Settlement	Financial compensation
Compensation	\$4,000
Complaint Summary	Complainant alleged sexual harassment and victimisation by respondent in employment. Alleged acts include respondent comments such as "You're horny looking", "you should wear push up bras". Complainant also alleged that respondent 'smacked her on the backside', squeezed her upper arms and grabbed her by the neck. Complainant claims that respondent threatened her with legal action because she alleged sexual harassment.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$3,000
Complaint Summary	Complainant claims she was sexually harassed by her supervisor by way of questions about her personal life - if she had a boy friend - comment that she was beautiful and would hold her hand. Complainant claims that respondent held her hand and put his arm around her waist and asked if she wanted to see his house. Complainant resigned.

Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Apology - private Staff training / development program Financial compensation
Compensation	\$3,500
Complaint Summary	Complainant claims she was sexually harassed by a co-worker who rubbed her leg and arm, asked her out (complainant is married) and suggested they "make love". Complainant advised management and co-worker apologised. Complainant claims just after this respondent Manager restricted the variety of work she previously undertook.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant claims she was sexually harassed by manager of respondent tavern where she was employed. Complainant claims respondent stared at her breasts, would flick her bottom. Complainant also claims respondent would yell at her in an abusive manner when he was intoxicated. Complainant claims on one occasion when tavern owner, respondent and complainant travelled for work respondent got into complainant's bed. Complainant says she got out and went into respondent's room to sleep. Complainant claims this happened on another trip. Complainant says she rejected respondent's advances but later respondent gave her bad shifts. Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,500
Complaint Summary	Complainant claims she was sexually harassed by the manager. Complainant claims respondent would grab her bottom and breast, insists on tying-up her apron and putting her name tag on her shirt and ask for a kiss and made lewd sexual comments. Complainant claims respondent wanted to write the name of the cafe on her breasts in `texta' pen. Complainant further claims respondent would ask her for sex. Complainant was dismissed for spreading rumours about manager.

Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims she made an internal complaint about sexual harassment and bullying. Complainant claims during the investigation she was offered and accepted a temporary position in another department of the Commonwealth respondent. Complainant claims after her allegations were substantiated she was victimised by being told her contract wouldn't be renewed, being required to provide certificates when taking leave and being removed from project. Complainant claims that her female manager told her that she needs to sleep with the boss to get recognition.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$3,000
Complaint Summary	Complainant commenced employment with respondent undertaking payroll and general administrative duties. Complainant claims the respondent owner sexually harassed her shortly after she started by asking her for lunches and dinners and buying her chocolates. Complainant claims that respondent would ask if she "got any last night" and told complainant his wife was jealous because complainant was so beautiful. Complainant claims respondent would send her SMS messages and call her babe. Complainant became stressed and her work deteriorated. Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant was employed as a receptionist at respondent medical clinic. Complainant claims she was sexually harassed by a doctor at the clinic who would leer at her and say 'mmm' and invade her personal space. Complainant claims respondent would tell her all the male patients would look at her and asked her why she didn't wear "those nice jeans" anymore and showed her a poster of a woman exposing her breasts.

Ground	Sexual harassment Victimisation
Area	Employment or business
Terms of Settlement	Financial compensation
Compensation	\$14,000
Complaint Summary	Complainant claims she was sexually harassed by a co-worker in her employment at respondent hospital. Complainant claims respondent co-worker would invade her personal space and on one occasion cup his hands on her breasts. Complainant complained to management but was not satisfied with outcome. Later complainant's shifts were decreased.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant appears to claim she was sexually harassed in employment by being exposed to pornographic material on computers.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Staff training / development program Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant claims shortly after she was employed by respondent company she was sexually harassed by owner who asked her if she 'fancied' him and what it was like using condoms. Complainant says a short time after that complainant was dismissed. Complainant believes because this was because she resisted his advances.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant employed with respondent company as receptionist. Complainant claims she was sexually harassed by a co-worker who would suggest "we f--- and have a one night stand" and repeatedly asked her on dates shortly after she commenced employment. Complainant claims one night she had dinner with co-worker because she was afraid if she did not she would be dismissed. Complainant complained to management but was not satisfied with response and harassment continued. Complainant went on sick leave and has lodged a Workers Compensation claim.
Ground	Sexual harassment
Area	Goods, services and facilities
Terms of Settlement	Financial compensation
Compensation	\$2,500
Complaint Summary	Complainant claims she has been sexually harassed by owner of house she and her husband and family rent from respondent. Complainant claims respondent drops in unannounced and asks her husband about sex with complainant; comments on complainant's breasts and told her she would only have to pay half the rent if she "sucked his c---". Complainant says respondent told them lease will be terminated because she complained.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$2,000
Complaint Summary	Complainant who works as a casual through labour company respondent claims he was sexually harassed by the manager of company where he was sent to work. Complainant claims manager showed him a pornographic website, tried to kiss him and asked complainant if she left her husband would complainant look after her. It appears after complainant complained he was harassed about his attire.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Policy change/change in practice Financial compensation
Compensation	\$8,000
Complaint Summary	Complainant alleges sexual harassment in employment by senior officer/supervisor. Alleged acts include respondent attempting to 'kiss, touch and grope' her, making inappropriate sexual remarks such as asking her to kiss him and attempting to put his hand down her top. Complainant claims she lodged internal complaint but no action and so she resigned.
Ground	Sexual harassment Sex discrimination - direct Sex discrimination - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$20,000
Complaint Summary	Complainant claims she was sexually harassed and discriminated against on the basis of her sex and race by Manager of respondent real estate company. Complainant also claims she was victimised when she complained and was dismissed.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$25,000
Complaint Summary	Complainant claims she has been sexually harassed by her supervisor by way of comments and sexual innuendo such as "don't bend over like that in front of me" and questions of a personal nature about her relationship with her husband. Complainant also claims a person she supervised alleged the complainant's supervisor had asked her personal questions and that she received a number of anonymous obscene phone calls who she thought was the respondent.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant was the national advertising manager for respondent. Complainant advised respondent she was pregnant and her leave arrangements were discussed over the next couple of months.. Complainant was not offered her old position but one she says was not comparable.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$2,800
Complaint Summary	Complainant was employed part-time with respondent company as a membership officer. Complainant is pregnant. Complainant claims she intended to take maternity leave but respondent has advised that her position has been made redundant as it has changed qualifications required for the job.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$3,000
Complaint Summary	Complainant claims she advised respondent employer she was pregnant. Complainant claims respondent immediately told her she had not been happy with complainant's work and terminated her employment.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant has been employed by respondent company as a personal assistant senior Manager. Complainant advised respondent she was pregnant. Respondent made a comment "there should be a policy that all women are sterilised". Complainant had received a promotion a month earlier but after she advised she was pregnant she was dropped from meetings, denied time off in lieu of overtime and generally her work was over-scrutinised.
Ground	Pregnancy - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims she was made redundant whilst on maternity leave. Complainant had been employed with respondent real estate agent as a property officer and sales consultant.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,000
Complaint Summary	Complainant claims she was not employed by respondent take away store because she was pregnant.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$500
Complaint Summary	Complainant applied to be a nanny for respondent's baby. Complainant was offered the position on a trial period. Complainant claims that when she advised respondent she was pregnant the offer was withdrawn. Complainant applied for job through nanny agency.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Staff training / development program Policy change/change in practice Financial compensation
Compensation	\$5,300
Complaint Summary	Complainant is employed on a job-share basis with respondent company. Complainant advised respondent she was pregnant. Complainant says the branch manager was unhappy with her news and said she would be a burden. Complainant says respondent manager ignored her throughout her pregnancy. Complainant commenced Maternity Leave. Complainant wrote to respondent about her return to work requested 20 mins/day with a private space to express breast milk. Respondent has told her the 20 minutes to express would be deducted from her wage and there was no private area.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,000
Complaint Summary	Complainant claims that a work trip to Fiji was cancelled because she was pregnant - 28/40 - and respondent was irate at the news. Complainant says respondent advised there was no Maternity Leave. Complainant resigned.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$6,000
Complaint Summary	Complainant claims that respondent company discriminated against her on the basis of her pregnancy and pregnancy related illness by dismissing her.
Ground	Pregnancy - direct Pregnancy - indirect Sexual harassment
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$15,000
Complaint Summary	Complainant claims she has worked for respondent retailer for nearly three years. Complainant advised respondent she was pregnant and was asked "Can't you keep your legs shut". Complainant was upset and made a complaint but nothing was done. Complainant claims her work hours were decreased and then she has been advised she was no longer required.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Staff training / development program
Compensation	\$500
Complaint Summary	Complainant claims when she told respondent employer she was pregnant respondent immediately asked when she was leaving and indicated it would be his decision. Complainant says also complainant's shifts have declined since she advised of her pregnancy and respondent told her she was his last priority. Complainant has worked with respondent for a number of years.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,300
Complaint Summary	Complainant was employed as a sales representative with respondent company. Complainant claims when she advised respondent she was pregnant her job was made redundant a few days later.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$20,000
Complaint Summary	Complainant works for a tobacco company and claims smoking is allowed in the work place. Complainant became pregnant and asked others to stop smoking but no response. Complainant advised authorities and then respondent advised work place now non-smoking - so complainant withdrew her complaint. Complainant claims a few days later all employees recommenced smoking. Complainant advised authorities again and she was demoted allegedly because she was pregnant. Complainant was asked to resign.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Reference provided Policy change/change in practice Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant was employed by respondent company as an office manager. Complainant became Pregnant. Complainant contacted respondent regarding her return to work during maternity leave. Complainant was advised her job was no longer available.

Ground	Parental status / family responsibility
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,346
Complaint Summary	Complainant claims when new company took over ownership of fast food restaurant she worked at respondent changed all the shifts and these weren't compatible with complainant's family responsibilities. Complainant is a sole parent. Complainant was dismissed.
Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims she has been harassed and discriminated against in her employment with respondent Commonwealth agency because she is a single woman with three children, one has a disability. Complainant claims she has been criticised because of time off to care for her children and her probation was not going to be signed off because of this issue. After Union intervention probation confirmed but inefficiency proceedings were commenced. Complainant claims study leave was refused because of family responsibilities.
Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$15,000
Complaint Summary	Complainant claims she was demoted from senior position four days prior to return to work after Maternity Leave. Complainant did not return to work.

Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant employed as medical professional and claims that her salary is less than a male colleague in the same position.
Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Clubs
Terms of Settlement	Access to club membership / benefits
Compensation	
Complaint Summary	Complainant claims she is treated less favourably on the basis of her sex by respondent golf club because Saturday tee-off times are different for men.