



# Conciliation Register

## Sex Discrimination Act 1994

*For complaints conciliated and finalised in the period of 1 January 2004 - 30 June 2004*

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<b>Ground</b>	Marital status - direct Marital status - indirect
<b>Area</b>	Goods / services & facilities
<b>Terms of Settlement</b>	Policy change / change in practice
<b>Complaint Summary</b>	Complainant says when she applied to transfer a telephone account into her name after the break-up of her defacto relationship she was advised the fee would be \$59. Complainant says if she had married, divorced or partner had died she wouldn't have to pay.

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<b>Ground</b>	Parental status / family responsibility Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$9000
<b>Complaint Summary</b>	Complainant commenced employment with respondent company as an assistant manager of a store. Shortly after complainant was offered a manager's position at another store. Complainant advised respondent company a few months later she was pregnant. Complainant says her relationship with various employees of respondent deteriorated after this particularly as complainant had some complications requiring time off. Complainant went on Maternity Leave. Complainant contacted respondent when she wanted to return to work. Complainant says she was advised her management position was not available and respondent offered her part-time lower paid positions. Complainant returned to work but disputes position appropriate.

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<b>Ground</b>	Parental status / family responsibility Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant claims she was discriminated against on the basis of her pregnancy by respondent pharmacy where she was employed. Complainant claims owner told her she was not allowed to use sick days for appointments or morning sickness. Complainant says respondent pressured her to obtain a Doctors letter early in her pregnancy stating she was fit for work or she would be sacked. Complainant also claims respondent tried to force her to finish work early. Complainant said she wanted to return to work part time but respondent refused. Complainant claims she has been constructively dismissed.

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<b>Ground</b>	Parental status / family responsibility Pregnancy - direct
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided
<b>Compensation</b>	\$2000
<b>Complaint Summary</b>	Complainant states that she went on 12 months maternity leave. Complainant claims she contacted her supervisor after 12 months regarding return to work but was advised that there were no positions available.

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<b>Ground</b>	Parental status / family responsibility Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private
<b>Complaint Summary</b>	Complainant claims she was sexually harassed by a co-worker. Complainant claims co-worker put his arm around her waist on two occasions and then pinched her. Complainant says she has been unsatisfied with respondent banks response and claims she has been victimised since by being questioned unreasonably about sick leave. It now appears complainant is on workers compensation.

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<b>Ground</b>	Parental status / family responsibility Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$1100
<b>Complaint Summary</b>	Complainant claims he was discriminated against based on his family responsibilities because after he left work one day because his daughter had been involved in an accident he was demoted and later terminated because of alleged theft. Complainant says charge was withdrawn six months later.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer Policy change/change in practice Staff training / development program
<b>Complaint Summary</b>	Complainant is employed by respondent IT company. Complainant is aggrieved about reduction in hours following return from Maternity Leave.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant employed as a consultant. Complainant says she was promoted over the next ten years eventually to head of department. Complaint advised respondent employer she would be taking maternity leave and that she intended to return to work part-time. Complainant returned to work into a different position and was given a pay increase. Later that year complainant was asked to transfer to another area and worked part time. Complaint claims she was dismissed by way of respondent demoting her and thus repudiating her contract.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$12500
<b>Complaint Summary</b>	Complainant commenced employment with respondent company on a casual basis And three months later was appointed permanently. Complainant later advised she was pregnant. Complainant planned to take 12 weeks unpaid leave and then work 9 months part-time 2 days per week. Complainant returned to work on the proposed plan. A few months later complainant's manager changed and other staff left and were not replaced. Complainant says she was put under pressure about committing more time to work. After a few months complainant found pressure too much and took the rest of her 12 months Maternity Leave as unpaid leave.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer
<b>Complaint Summary</b>	Complainant is a customer services supervisor with respondent airline. Complainant claims respondent has not accommodated request for part time work or jobshare position despite her requests when she was on Maternity Leave. Complainant returned to work but then commenced further Maternity Leave in October 2002. Complainant says jobshare opportunities became available but complainant was not sufficiently high on the waiting list. Complainant was offered jobshare on a lower level. Complainant has returned to work on reduced hours but still five days per week.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Development of action plan Employment options improved - job offer
<b>Complaint Summary</b>	Complainant is currently on maternity leave and due to return to work in a few months. Complainant is currently negotiating with respondent pharmaceutical company about her position when she returns to work. Complainant says respondent advises her old job is not available but the new offer requires much more travel.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Goods / services & facilities
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$1000
<b>Complaint Summary</b>	Complainant claims respondent employment agency won't put job applications to prospective employers because complainant is pregnant.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$11120
<b>Complaint Summary</b>	Complainant was employed as a customer service officer with respondent call centre. Complainant says her performance and attendance at work is excellent. Complainant is pregnant. Complainant says she has taken more toilet breaks because of her pregnancy. Complainant says respondent advised her that `extra' toilet breaks are classified as leave without pay. Complainant says she has also been over scrutinised and her monthly bonus has dropped from \$300 to \$30

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided Staff training / development program
<b>Compensation</b>	\$3000
<b>Complaint Summary</b>	Complainant claims respondent has told her she has to take Maternity Leave early because she requested to use a chair instead of standing all day. Complainant works in respondent newsagency. Complainant also claims respondent has not given her all her entitlements and respondent has suggested her position will become redundant.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$4625
<b>Complaint Summary</b>	Complainant worked for respondent company for over six years. Complainant took Maternity Leave. Complainant contacted respondent mid way through her leave to negotiate return to work four days per week to fit in with child care. These negotiations were unsuccessful. Complainant was later advised her position had been made redundant.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Staff training / development program
<b>Compensation</b>	\$6000
<b>Complaint Summary</b>	Complainant employed with respondent gallery for a few months before advising respondent she was pregnant. Complainant claims respondent started to denigrate her work and pressure her to leave. Complainant claims she was ultimately dismissed.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Goods / services & facilities
<b>Terms of Settlement</b>	Complainant satisfied with response Development of action plan Policy change/change in practice Provision of goods / services / facilities Staff training / development program
<b>Complaint Summary</b>	Complainant claims respondent tourist attraction will not permit women who are pregnant to participate in its main activity. Complainant is 14 weeks pregnant.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided Staff training / development program
<b>Compensation</b>	\$3500
<b>Complaint Summary</b>	Complainant claims when she advised respondent employer of her pregnancy many of her responsibilities were given to others and respondent manager was hostile towards her, delayed granting her holidays and then did not pay her while on leave. Complainant believes respondent is attempting to force her to resign.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Terms of Settlement Financial compensation
<b>Compensation</b>	\$673
<b>Complaint Summary</b>	Complainant says when she advised her new employers of her pregnancy the respondent proposed to put her on as a casual instead of permanent. Complainant refused to work casual and so was forced to leave employment.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$3700
<b>Complaint Summary</b>	Complainant employed by respondents as a cleaner on a part-time basis. Complainant says later she took on a nanny role for respondent's young son along with other household duties. Complainant says she was initially employed through an agency. Complainant and her husband have been undertaking IVF treatment for some time. Complainant advised respondent she was pregnant. A few days later complainant had complications and her Doctor told her to take time off work. Complainant says when she advised respondent she was hostile and badgered complainant to return to work and said she needed someone reliable. Respondent advised complainant a few days later she was no longer required.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant employed full-time with respondent law firm as a WP operator. Complainant went on maternity leave a few years later and returned to work after 6 months. A year later complainant commenced Maternity Leave again - she requested 6 months leave but extended it for 3 months. Complainant contacted respondent to see if she could return earlier but respondent advised there was no work available. Complainant is concerned there will be no work available when she returns because respondent advised it had employed someone else full-time.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided
<b>Compensation</b>	\$12677
<b>Complaint Summary</b>	Complainant commenced employment with respondent hotel on a part-time basis with some hours home-based. Complainant commenced Maternity Leave 12 months later. Complainant sought to return to work for a few hours per week to work on a specific project. This was initially agreed to and then respondent said this was not acceptable. Just prior to return Complaint recommenced contact with respondent about her return to work. Complainant was advised that when she returned to work there was no need for home-based hours or weekend work because job was limited to administration only.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$4500
<b>Complaint Summary</b>	Complainant was employed by Respondent travel agency as a consultant. Six months later Complainant advised Respondent she was pregnant. A month later complainant was advised she was no longer required because business was down.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$6000
<b>Complaint Summary</b>	Complainant was advised that her pre-maternity leave position was no longer available to her when she contacted respondent about her return to work. Complainant claims respondent claimed it never received her maternity leave form so considered she had abandoned her employment. Complainant claims she had requested return to work on a part-time basis, but as she hadn't heard back from them she resigned.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer Financial compensation
<b>Compensation</b>	\$4300
<b>Complaint Summary</b>	Complainant was employed by respondent labour hire company and commenced working with principal respondent company as a picker/packer. Complainant says a few months later she found out she was pregnant and advised Respondent employer. Complainant says respondent requested a Doctor's certificate confirming any work restrictions. Complainant claims she was then told there was no work available.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$3000
<b>Complaint Summary</b>	Complainant claims she was employed by respondent car dealership doing general office and reception duties. Complainant claims she was dismissed a few months later because she had advised respondent she was pregnant.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Access to club membership / benefits Apology - private Reference provided
<b>Complaint Summary</b>	Complainant employed at respondent café. Six months later complaint pregnant and advised the respondent. Complainant claims a week later respondent told her other staff found her difficult to work with. A few weeks later complainant was advised shifts were to be changed and she would be getting less work. Complainant also claims respondent advised her that because she was pregnant she was unsure if complainant could perform all her duties. A month later complainant was advised she was not required any longer.

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<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant claims she has been discriminated against because of her pregnancy. Complainant says she returned to work and her job had been taken over by her Maternity Leave replacement. Complainant has worked with respondent company for 15 years. Complainant says her new role does not have the same status as her previous job.

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<b>Ground</b>	Pregnancy - direct Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Terms of Settlement Apology - private Financial compensation
<b>Compensation</b>	\$500
<b>Complaint Summary</b>	Complainant alleges sex and pregnancy discrimination in her employment with a Commonwealth agency. Complainant claims after her first period of maternity leave she worked part-time. Complainant became pregnant again and asked to return to her full-time position so she could take maternity leave on full pay - this request was refused. Complainant also claims the flexibility in her working conditions were reduced - she was not allowed flex time and had to work standard hours each week.

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<b>Ground</b>	Pregnancy - direct Sex discrimination - direct
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant was employed as a marketing clerk with respondent company for 20 years. Complainant was due to return from maternity leave and claims that while on leave her area was restructured and she was going to return to a position which was 2 grades below the position she held prior to her leave. Complainant developed a stress condition and had to stop working.
<b>Ground</b>	Pregnancy - direct Sex discrimination - direct
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant was undertaking a traineeship with respondent company. Complainant says when she told owner she was pregnant she was given notice 2 weeks later.
<b>Ground</b>	Pregnancy - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$1500
<b>Complaint Summary</b>	Complainant commenced employment with a hotel as a casual room attendant. Complainant was 4 months pregnant at the time and told her employer 3 weeks later that she was pregnant. Complainant states that she was not given any further shifts after notifying her supervisor.
<b>Ground</b>	Pregnancy - direct
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$5000
<b>Complaint Summary</b>	Complainant is on maternity leave and is due to return to work claims she was to return to her workplace on a part time basis which was agreed to by the company Managing Director. Complainant now claims State Manager has decided that complainant can only return to work full time and not part time.

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<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$38000
<b>Complaint Summary</b>	Complainant employed with respondent television and radio broadcaster for 10 years as a promotions coordinator. Complainant says over the last 4 years she has been subject to a culture of sexual harassment and sex discrimination. Complainant says while she was on Maternity Leave her `fill-in' used her personal computer and on her return to work she received pornographic material to her p.c. Complainant says in 1999 staff were watching a video of a stripper at an employees son's 21st birthday party and were 'cat-calling' during the showing and another pornographic film was played including one of bestiality. Complainant says employees made comments about womens bodies and offensive language was normal. Complainant made a formal complaint in but no action taken.

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<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Apology - public Financial compensation Reference provided
<b>Compensation</b>	\$8000
<b>Complaint Summary</b>	Complainant has been employed as a sales executive for 3 years with respondent radio station. Complainant says she has been subject to on-going harassment by the manager. Complainant claims she was pressured to sell more than male colleagues; was exposed to swearing; snapped at and bullied by manager; told to lose weight and not sit on her "big fat ar..". Respondent manager gave complainant a package with a vibrator in it. Complainant claims respondent refused to give her leave. Complainant is on workers compensation and has been diagnosed with depression.

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<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$2500
<b>Complaint Summary</b>	Complainant claims she was employed with respondent financial services company as a mobile loans officer. Complainant says her Manager who has a medical condition was prone to outbursts of anger. Complainant also claims Manager sexually harassed her by demanding he massage her back when she complained of a sore neck and told her "don't worry about your big tits flopping around" when he told her to take her jacket off. Complainant claims Manager would make other derogatory comments such as "that will get your juices going". Complainant says she complained to the owner but was dissatisfied with response.

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<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private
<b>Complaint Summary</b>	Complainant says she was sexually harassed in her employment with respondent patisserie by the respondent kitchen manager. Complainant says respondent made `jokes' about her having sex on the roof top of the apartment where her boyfriend lives. Complainant further claims there were rumours she was pregnant and an offensive SMS was sent to her boyfriend. Complainant resigned.

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<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Education
<b>Terms of Settlement</b>	Policy change/change in practice
<b>Complaint Summary</b>	Complainant says a previous matter lodged with Commission was settled with respondent school by school providing a `trousers option' for the school uniform. Complainant says respondent school has now imposed a condition that a skirt or dress must be worn on formal occasions. Complainant says this is an additional expense for her who has two daughters at respondent school.

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<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private
<b>Complaint Summary</b>	Complainant claims that her work was over-scrutinised compared to her male colleague and was not included in meetings the same as her male colleague.
<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$26000
<b>Complaint Summary</b>	Complainant claims she has been discriminated against because of her sex in her employment with respondent security company. Complainant claims she is not rostered on by herself and is given less hours and less development opportunities than her male colleagues. Complainant also claims she is paid less than male colleagues.
<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$4000
<b>Complaint Summary</b>	Complainant was employed as a printer with respondent company. Complainant claimsshe was subject to harassment based on her sex by way of notes/slogans written on boxes in the print room stating "complainant is a bitch", "complainant sux", and "complainant is Miss Piggy". Complainant also claims when she complained about a pornographic calendar her own personal pictures were ripped down. Complainant claims a co-worker locked away equipment she required and refused her access to it. Complainant claims she complained to managers but little was done.
<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Development of action plan
<b>Complaint Summary</b>	Complainant claims respondent non-government school's advertisement for a female teacher is discriminatory. Complainant is a teacher.

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<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$10000
<b>Complaint Summary</b>	Complainant claims she has been discriminated against because of her family responsibility. Complainant went on maternity leave and 6 months later contacted respondent about return to work on part-time basis. Respondent advised no part-time available. Complainant felt forced to resign - but withdrew it when she sought union assistance. Return to work arrangements have not been resolved.

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<b>Ground</b>	Sex discrimination - direct Sexual harassment Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$25000
<b>Complaint Summary</b>	Complainant employed with respondent accounting firm as an accountant. Complainant became a principal of respondent three years later. Complainant says she was sexually harassed by a Partner of the firm. Complainant claims respondent asked her intrusive personal questions, leered at her and stared at her breasts. Complainant further claims another Partner put his arm around her and slid his hand inside her jeans on to her bottom. Complainant complained to human resources area and raised concerns how this would affect her partnership nomination. Complainant believed that if she pressed the matter she would not get Partnership. Complainant has not been at work since.

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<b>Ground</b>	Sex discrimination - direct Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$10000
<b>Complaint Summary</b>	Complainant alleges she was sexually harassed and discriminated against on the basis of her sex during her employment with a Commonwealth agency. Complainant claims her supervisor made jokes and comments of a sexual nature and touched her hand. Complainant claims he would intimidate her and scrutinise her performance and favour the male staff in the team. Complainant also expresses concern about the way her complaints were handled.

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<b>Ground</b>	Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$17500
<b>Complaint Summary</b>	Complainant employed with respondent State owned utility company for 8 years. Complainant took Maternity Leave and returned to work 6 months later on a full-time basis. Complainant requested part-time employment about four months later but was advised it wasn't available but complainant transferred to another area on a part-time basis for nine months later returning to her full-time position. Complainant later took second period of Maternity Leave and wanted to return to work two days per week. Complainant was asked to put request in writing but resigned.

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<b>Ground</b>	Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Policy change/change in practice Staff training / development program
<b>Compensation</b>	\$3000
<b>Complaint Summary</b>	Complainant says she was sexually harassed by the owner of respondent bakery. Complainant says owner asked her personal questions, called her sweetie, touched her bottom and tried to hug and kiss her. Complainant says respondent fired her when she approached him directly about his actions.

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<b>Ground</b>	Sexual harassment Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$900
<b>Complaint Summary</b>	Complainant says she was sexually harassed in her employment at respondent car dealership. Complainant says a co-worker asked to have sex with her. Complainant says when she advised her supervisor she was fired two hours later.

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<b>Ground</b>	Sexual harassment Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$7500
<b>Complaint Summary</b>	Complainant employed with respondent investment company as a sales and marketing associate. Complainant reported directly to the CEO. Complainant claims at a staff Christmas party the CEO sexually harassed her by touching her bottom and breasts. Complainant says the CEO followed her around trying to grope her and suggesting they have sex. The CEO was intoxicated. The CEO apologised to complainant the next day. Complainant says she has avoided social situations with CEO since but he has made snide comments and suggested she has a bad attitude. It appears complainant made a formal complaint and says that since this time she has been ostracised.

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<b>Ground</b>	Sexual harassment Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant claims she was subject to rumours by respondent general manager of respondent company that she and her husband were 'swingers'. Complainant says she was humiliated as the office was aware of the rumour. Complainant later confronted respondent and believed matter had been resolved but says several weeks later respondent would not speak to her and his impression of her was reflected in decisions relating to her performance and others interactions with complainant. Complainant has lodged a Workers Compensation claim.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$5250
<b>Complaint Summary</b>	Complainant says she was sexually harassed by one of the managers who asked about Her personal life, suggested she have a sexual relationship with him and leered at her. Complainant says respondent would ring her at home constantly and at one time arrived uninvited to her home. Complainant says she asked respondent to leave. Complainant says after this incident her work environment became hostile and her hours of work decreased.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided Staff training / development program
<b>Compensation</b>	\$9000
<b>Complaint Summary</b>	Complainant commenced employment with respondent Company as an administrative support officer. Complainant says the owner of the company sexually harassed her by talking about his personal life and sexual problems with his wife, told complainant he got sexually aroused by her and told her he "loved her big tits" and wanted to have sex with her. Complainant claims she left work and made a Workers Compensation claim.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant says she was sexually harassed in her employment with respondent Bank when she returned to work following breast augmentation. Complainant says a picture of 2 women exposing their breasts was laced in her work area which was visible to the public. Complainant says she was mortified. Complainant was not satisfied of the way the respondent dealt with the matter.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided\
<b>Compensation</b>	\$2000
<b>Complaint Summary</b>	Complainant says she has been sexually harassed by a co-worker who touched her hair and grabbed her bottom. Complainant is offended and humiliated.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private
<b>Complaint Summary</b>	Complainant claims she has been sexually harassed in her employment with respondent Club by a manager and co-worker who would ask her for "a head job" a "quickie" and if her "tits" were real.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Staff training / development program
<b>Complaint Summary</b>	Complainant claims she was sexually harassed in her employment with respondent company by the Directors of the company. Complainant says one Director asked her out for drinks, made crude comments about his wife and other woman he had slept with, asked complainant if she was "getting some". Complainant claims when she complained to the other director she was verbally abused and so she resigned.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant employed as legal secretary by respondent legal firm. Complainant claims the partner she worked to sexually harassed her by making comments about complainant's "tits"; asked complainant to take her top off and asked her about lesbian sex. Complainant says pornographic emails were sent around the office. Complainant complained to human resources manager but claims she was not given support so complainant resigned.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant commenced employment as a truck driver with respondent transport company. Complainant claims he was harassed for the company. Complainant says co-workers who teased him about his virginity, made sexual comments about his mother, gave him condoms and 'joked' about complainant giving the manager a 'head job'. Complainant made a Workers Compensation claim for anxiety and depression.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Staff training / development program
<b>Compensation</b>	\$1750
<b>Complaint Summary</b>	Complainant was employed as a food and beverage attendant at respondent hotel. Complainant says she was sexually harassed by the proprietor who made references to her breasts and would grab her buttocks and untied the straps to her top. Complainant was dismissed.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant commenced employment with respondent company with a view to commencing a sign writing apprenticeship with respondent. Complainant resigned a month later because she claims she was sexually harassed by company owner. Complainant claims respondent would comment she had a "perfect ass and nice boobs"; would talk about his sex life and question complainant about her personal sex life and whether she orgasmed.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Staff training / development program
<b>Compensation</b>	\$2000
<b>Complaint Summary</b>	Complainant says she has been sexually harassed in employment by way of exposure to pornographic files on general work computer. Complainant says the owner also used explicit language. Complainant resigned.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Terms of Settlement Financial compensation
<b>Compensation</b>	\$5000
<b>Complaint Summary</b>	Complainant commenced employment with respondent credit company as a receptionist on a traineeship. Complainant says she has been sexually harassed by a co-worker who had a explicit picture on his screen-saver and suggested what the women in the picture were wearing should be the office uniform and kept asking complainant to come out for drinks. Complainant claims the Director pressured her to drink alcohol and another worker showed her photos on his personal computer of big breasted women. Complainant says this behaviour was encouraged by the office manager. Complainant claims respondent co-worker kissed her on the forehead and hugged her. Complainant says when she reported this to management they were hostile.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$7000
<b>Complaint Summary</b>	Complainant claims she was sexually harassed by the owner of the respondent mortgage advisory service. Complainant says the owner commented on her body, asked if she had a partner and then said he would like one night in complainant's partners position. Complainant claims one day respondent was drunk and rang her to drive him home. Complainant says respondent pressured her to have drinks when she got him home. Complainant later resigned.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant claims she was sexually harassed and discriminated against on the basis of her sex in employment with respondent company. Complainant says a co-worker made comments such as "you look gorgeous", "you look beautiful" and "you would make a lot of money and sales". Complainant it appears became stressed and made a Workers Compensation claim. Complainant says respondent has harassed her since and sought to have complainant return work vehicle. Complainant applied for an AVO against respondent.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Policy change/change in practice
<b>Compensation</b>	\$6000
<b>Complaint Summary</b>	Complainant claims the director of nursing at respondent nursing home tried to kiss her. Complainant made a complaint but says all her shifts were changed and then cut back. Complainant's employment was not continued after probation.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided Compensation
<b>Compensation</b>	\$45000
<b>Complaint Summary</b>	Complainant claims that she was sexually harassed by a senior officer during her employment as a personal assistant with a Commonwealth agency. Complainant alleges individual respondent would tell sexually explicit jokes, speak about sex shows he went to in Thailand and had photos of a girl in sexually explicit positions in his documents at work. Complainant states she resigned because of this treatment and his criticisms of her work.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$20000
<b>Complaint Summary</b>	Complainant commenced employment with respondent pharmaceutical company in a clerical position. Complainant says she was sexually harassed by respondent General Manager who kissed her, pinched her bottom and commented on her dress and legs. Complainant says respondent would ask her out for dinner to which complainant consented because respondent would become hostile if she refused. Complainant also claims general manager sexually assaulted her. Complainant says respondent continued to pay her unsolicited attention and she resigned.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer
<b>Complaint Summary</b>	Complainant who works casually at respondent hotel as a bar person says she was sexually harassed and discriminated against because of her sex by the bar supervisor who said he had "bitches like her" to clean up and then said "suck my c--k". Complainant says she was later told she was no longer required.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private
<b>Complaint Summary</b>	Complainant employed at hotel. Complainant claims respondent co-worker asked her for Lift home after work and repeatedly asked her to come up for coffee. Complainant refused and claims respondent suggested employment could be threatened. Complainant claims the next day told her shift had been cancelled.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$11000
<b>Complaint Summary</b>	Complainant says she was sexually harassed by owner of business which employed her. Complainant says respondent owner asked her if she liked oral sex or had tried anal sex. Complainant says respondent also hugged her and rubbed his hands down her arms. Complainant resigned after six months.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided
<b>Compensation</b>	\$6000
<b>Complaint Summary</b>	Complainant complains of sexual harassment by co-workers and discrimination by co-workers on grounds of sexual preference. Complainant alleges co-worker grabbed his crotch, in the workplace and at a work function. Complainant alleges he was called Mr Aids and Mr Gay in the workplace and a notice of the pin board depicted a grave with Aids on it with his name included. Complainant claims he was harassed by customers but management took no action to prevent this. Complainant claims he complained about name calling and other incidents but management took no action. Complainant unable to return to work

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$2000
<b>Complaint Summary</b>	Complainant commenced employment with respondent company as a mill hand \and a few months later became a full-time employee as a support worker/leading hand for clients who had disabilities. Complainant claims she was sexually harassed by her supervisor over a two year period. Complainant says respondent supervisor would walk past her and place his hands on her hips, make provocative statements such as "my New Year's resolution is to have sex with you". Complainant also claims that respondent grabbed her and tried to kiss her, grabbed her hands and put them on his crotch. Complainant claims respondent also made sexual comments to her adult daughter. Complainant resigned from company and made an AVO application against respondent.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Reference provided Staff training / development program
<b>Compensation</b>	\$4000
<b>Complaint Summary</b>	Complainant commenced employment with respondent company on a casual basis. Complainant's role was to engage with shopping centre customers to talk with respondent financial consultants who would be set up in the centres with a portable table and laptop. Complainant claims one of the consultants sexually harassed her by staring at her, then propositioning her to have sex with him. Complainant says she rejected the advances but a few days later respondent rang her on her mobile with the same proposal for sex. Complainant told her mother about calls. Complainant claims she has since not been given any work.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$4500
<b>Complaint Summary</b>	Complainant claims she was sexually harassed by manager of respondent bank branch where she worked. Complainant says respondent said things such as "when I look into your eyes I feel things I shouldn't be feeling" and "if you put your hand in my pocket now you will find money to pay your rent". Complainant claims respondent would also ask her for coffee and offer her lifts home.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Education Goods / services & facilities
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$4500
<b>Complaint Summary</b>	Complainant claims she was sexually harassed by owner of a farm where she was placed for a practical component of her course.
<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Complaint Summary</b>	Complainant claims she was sexually assaulted by a co-worker during her employment with a Commonwealth authority. Complainant claims that after this event respondent did not take adequate steps to ensure her safety or investigate the matter.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$13000
<b>Complaint Summary</b>	Complainant is employed as a deckhand by respondent company. Complainant claims she was sexually harassed by the skipper. Complainant says respondent said complainant was his fantasy, would roster her on shifts with him, talk about sex and on one occasion took his clothes off in front of her to swim. Complainant advised her parents and management. Complainant claims respondent has not taken any action.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$27500
<b>Complaint Summary</b>	Complainant claims she was sexually harassed by a Board Member of the Club she worked for. Complainant claims respondent made repeated sexual advances and requests for sexual favours. Complainant claims respondent would push against her and touch her breasts. Complainant claims as a result she developed psychological injury. Complainant was dismissed from employment. Complainant has made a workers compensation claim.

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$5650
<b>Complaint Summary</b>	Complainant commenced employment with respondent charity. Complainant claims she was sexually harassed by a volunteer worker who would place his hands on her shoulders, comment on her appearance and continually came to her office and invaded her personal space. Complainant made a formal complaint but claims respondent employer was unsupportive and individual became hostile towards her. Complainant has been on Workers Compensation since and respondent has been charged by Police

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<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$4000
<b>Complaint Summary</b>	Complainant claims she was sexually harassed by branch manager of respondent Bank where she works. Complainant says respondent is always in her office and closes the door; has asked her out for coffee and called her at home when she was off sick with anxiety about respondent's invasion of her privacy and personal space. Complainant has been on Workers Compensation.

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