



Conciliation Register

Sex Discrimination Act 1994

For complaints conciliated and finalised in the period of 1 July 2003 - 31 December 2003

Ground	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$20000
Complaint Summary	Complainant claims she was sexually harassed by being yelled at by two supervisors, and discriminated against because of her sex by being paid less than men and racially discriminated against by way of references to Bosnia and S. Milosevic. Complainant is of Bosnian background. Complainant outlines incidents of bullying.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims she was sexually assaulted in her employment with respondent Commonwealth authority and was later medically retired.
Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Employment
Terms of Settlement	Staff training / development program Financial compensation
Compensation	\$50000
Complaint Summary	Complainant has been employed by respondent mining company for a number of years as a geologist/mineralogist and later promoted to senior then management position. Complainant claims that she was discriminated against because of her sex as men working in similar jobs were paid more than her; she was underclassified and she needed set work hours because of child care arrangements. Complainant resigned as employer not will to adjust work arrangements.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant was employed by respondent company as manager for two years. Respondent employer advised some positions to be made redundant. Complainant was assured her position was secure. Complainant claims she was then told her to keep her pregnancy quiet because her position would become insecure. Complainant says the Manager then offered her a redundancy. Complainant declined and respondent advised there could be no part-time work or work from home after she had her baby. Complainant was retrenched in prior to commencing maternity leave.

Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$3000
Complaint Summary	Complainant claims she was sexually harassed by co-worker in respondent restaurant where she is employed. Complainant claims respondent co worker would hit her on the bottom, make sexual comments about clients such as she has "great tits", "check-out that ass and g-string". Complainant says co-worker has recently been promoted and when she complained about this respondent employer in essence demoted her in an attempt to force her to resign.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5000
Complaint Summary	Complainant claims that while working in a retail store she was sexually harassed by the owner of the store between over 12 months period. Complainant claims that respondent would stare at her, left her notes which contained sexual references, rub his body against her as he walked past. Complainant was eventually dismissed from the position.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant commenced employment with respondent company as a psychologist. Complainant advised respondent prior to employment that she had ulcerative colitis so would need an office near a toilet. Complainant also advised respondent she was trying to get pregnant. Complainant later became pregnant but miscarried a short time later. Respondent was supportive. Complainant became pregnant some time later and advised respondent who became hostile and critical of work. Complainant felt under surveillance. Respondent wanted complainant to reduce hours and pay. Complainant refused and later resigned.

Ground	Sex discrimination - direct Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$100000
Complaint Summary	Complainant has worked for respondent IT company for five years. Complainant alleges that during the negotiations of a contract for services by her company a representative of another company sexually harassed her including sexually assaulting her during an overseas trip, making persistent attempts to kiss her and making inappropriate telephone calls. Complainant claims her company was aware of respondents conduct and when she made a complaint it was not properly investigated and she was subject to a detriment in that her role and employment opportunities were decreased.

Ground	Sex discrimination - direct Sex discrimination - indirect Victimisation
Area	Employment
Terms of Settlement	Apology - private Apology - public Undertaking to cease an action Financial compensation
Compensation	\$28000
Complaint Summary	Complainant is employed by respondent University as an academic. Complainant claims respondent head of department discriminated against her because of sex by denying her a promotion to Associate Professor. A review committee has since recommended the complainant's promotion. The complainant claims that the belated promotion has disadvantaged her in terms of economic loss. Complainant also claims respondent victimised her.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$54000
Complaint Summary	Complainant employed by company for fifteen years in printing area. Complainant claims has been discriminated against for 10 years because of imputed homosexuality. Complainant claims co-workers would "blow kisses" been discriminated against. call out "arses to the wall" when complainant entered locker room; was assaulted with a marking stick in the anus and grafitti on his locker "faggot boy". Complainant made a Workers Compensation claim which was accepted and complainant changed duties to another operational area. Complainant claims he was given meaningless tasks and he has been away from the Workplace for 12 months. Complainant property has also been vandalized.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$15000
Complaint Summary	Complainant works as a part-time sales assistant with respondent antique store. Complainant outlines various grievances and claims she was sexually harassed by owners. Complainant claims one owner touched her on the bottom and told her "your tits are saggy". Complainant also claims respondent would make comments of a sexual nature and asked her if she had "done" various men. Complainant has been on stress for more than 12 months.

Ground	Sex discrimination - indirect Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2500
Complaint Summary	Complainant claims she was discriminated against by respondent motor dealership employer because of her sex and pregnancy. Complainant claims respondent wanted her to work Saturdays for weekday rates and when Complainant advised she was pregnant her hours were cut back.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$350
Complaint Summary	Complainant was employed as the financial accountant by respondent welfare agency for 6 years. Complainant took maternity leave and advised respondent she wished to return to work part-time after 12 months leave. A month after return her 'new' position was made redundant. Complainant claims pregnancy discrimination and family responsibilities weren't accommodated.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$7000
Complaint Summary	Complainant commenced employment with respondent finance company as a trainee receptionist. Complainant had a consensual relationship with the company Director. Respondent was married. Complainant claims after she finished the relationship respondent was angry towards her and told her to look for another job. Complainant claims respondent tried to reconcile the relationship but she refused and he would call her a slut. Complainant claims respondent would over-scrutinise her work and make restrictive rules for her. Six months later complainant received a warning about approaching an opposition company for work. Complainant's traineeship was not renewed and complainant ceased working for respondent 3 months later.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims she was sexually harassed in the course of obtaining employment with respondent company. Complainant says respondent asked her if she had a boyfriend and what would she do if he kissed her. Complainant advised respondent she thought questions were inappropriate. The following day respondent offered complainant the job and asked to meet her again. Complainant agreed but was surprised it was at respondent's home. Complainant commenced employment. Complainant claims straight away respondent harassed her by touching her leg and after a work dinner interstate tried to kiss her forcefully. Respondent dismissed complainant two months after commencement.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$11500
Complaint Summary	Complainant claims she was due to return to work from maternity leave. A month before respondent employer rang and advised her that complainant's part time job was being converted to full-time. Respondent later offered complainant a part-time shift work position. Complainant claims discrimination.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$7000
Complaint Summary	Complainant worked as a waitress for respondent wine bar. Complainant claims owners of bar sexually harassed her by trying to kiss her and ask her for a hug. Complainant also claims respondent tried to pair her off with a patron. Complainant resigned.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant was employed by respondent company as a cleaner on a casual basis. Complainant claims she was sexually harassed by owner of company who made comments of a sexual nature to staff; would ask her to take her clothes off to clean and ask how much money he should pay for complainant to do so. Complainant claims on one occasion respondent asked complainant to "suck his d---" and respondent exposed his penis. Complainant told respondent to "f--- off". Complainant left respondent employ soon after.

Ground	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Policy change/change in practice Financial compensation
Compensation	\$3000
Complaint Summary	Complainant commenced employment with respondent hotel as a bar attendant. Complainant claims she was sexually harassed by a patron of hotel with whom complainant had had a consensual relationship which ended years earlier. Complainant obtained an AVO against this hotel patron but respondent employer employed alleged harasser as a bar attendant. Complainant resigned. Complainant complained to manager and licensee but they would shrug it off.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$8000
Complaint Summary	Complainant claims she was sexually harassed by the foreman of respondent Company who told complainant to give him "a head job" and that he wanted to put a tag "on her pussy". Complainant claims when she wanted to go to the toilet respondent told her to piss in front of him" and that his "dick was always hard". It appears complainant complained to management but left employment.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$33000
Complaint Summary	Complainant commenced employment with IT company as a recruitment consultant. Complainant advised respondent company 3 years later she was pregnant and Complainant says respondent company was about to be sold to second respondent and told to keep quiet about her pregnancy. Later first respondent told complainant if she only took a short period of leave she could return and keep all her clients but if she took longer she would lose clients and salary base. It appears complainant initially agreed to this because of pressure. On return to work complainant wanted to work from home but was pressured to resign.

Ground	Sexual harassment
Area	Employment Employment or business
Terms of Settlement	Apology - private Financial compensation
Compensation	\$1000
Complaint Summary	Complainant claims she was sexually harassed by Manager during the course of her employment. Complainant claims she was pinched on the bottom, told her he would touch her pussy hair, wink at her at work and try to touch her breasts. Complainant eventually left her job.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Terms of Settlement Financial compensation
Compensation	\$3500
Complaint Summary	Complainant was employed by respondent transport company as a receptionist/secretary on a casual basis for three days per week. It appears that complainant took short period of unpaid leave because of her pregnancy. Complainant claims she wanted to return to work soon after birth but respondent advised she was no longer required.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$2000
Complaint Summary	Complainant claims she took three weeks off with a pregnancy related illness. Complainant claims she has not been told when she can start back at work. It appears complainant has somehow been `locked out'.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$7000
Complaint Summary	Complainant was employed by respondent garden centre as a casual employee. Complainant advised respondent that she was pregnant a year later. Complainant had some difficulties with her pregnancy and required time off but returned to work full-time hours but complainant asked if her hours could be reduced by a day because of tiredness. On the following roster complainant's hours were dramatically reduced and in the following roster complainant's name was left off.
Ground	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$25000
Complaint Summary	Complainant claims that she has been sexually harassed in the workplace; discriminated against because of her sex and this has been 'aided' by managers and victimised. Complainant employed as a personal assistant. Complainant later was successful in getting a permanent job. Complainant claims she was underpaid at this stage compared to men doing same job and that her boss was hostile to her because she was a woman with family responsibilities. Complainant claims respondent moved a colleague because respondent thought he had a crush on her. Complainant also claims employer had inferred she was going to have an affair with another colleague as complainant's marriage was breaking down and this became the focus of dealings with respondent for some time. Complainant alleges another colleague was sexually harassing her and employer didn't take matter seriously. It appears complainant went on sick leave and made a workers compensation claim for stress.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$8000
Complaint Summary	Complainant claims she was sexually harassed by foreman of respondent company who would say his d--k was hard, that complainant had nice tits and would try to kiss her and asked for sex.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private
Complaint Summary	Complainant claims her boss took her out for Christmas lunch. Complainant says respondent sexually harassed her by buying her a present of clothing, including underwear and grabbing her and kissing her.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$8000
Complaint Summary	Complainant worked as a farm hand/labourer claims she was sexually harassed by her supervisor respondent by saying "she had big boobs", and making other comments of a sexual nature such as being asked "if she shaves her pussy", what she was like in bed, being asked to participate in group sex. Complainant also claims respondent made comments about her weight.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Employment options improved - job offer Financial compensation
Compensation	\$2000
Complaint Summary	Complainant claims she was employed as a receptionist with the respondent firm. Complainant worked as a casual 5 hours per day. After 3 years employment complainant told Managing Director that she was pregnant and next day complainant was dismissed due to her pregnancy.

Ground	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Staff training / development program Financial compensation
Compensation	\$10000
Complaint Summary	Complainant essentially claims a co-worker bullied her and sexually harassed her by calling her a slut and dropping his trousers in her presence. Complainant claims respondent employer did little to support and claimed it wouldn't employ a female again. Complainant has taken out an AVO on individual respondent.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5000
Complaint Summary	Complainant commenced employment with respondent company. Complainant claims she was sexually harassed by respondent owner who talked about sex and his fantasies; invaded her personal space and stared at her. Complainant claims he touched her breast and kissed her when she was sitting at her desk, she objected. Complainant claims after this day the respondent was in a bad mood and yelling at her. Complainant says respondent told her to go home and not come back until New Year. Respondent later sent a `text' message to complainant not to bother to come back.

Ground	Sexual harassment
Area	Employment Employment or business
Terms of Settlement	Staff training / development program Policy change/change in practice Financial compensation
Compensation	\$25000
Complaint Summary	Complainant claims respondent employer exposed his genitals to her when she was giving him treatment for a groin injury. Complainant claims when she refused to give him further treatment their relationship deteriorated. It appears complainant has left employment.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$6000
Complaint Summary	Complainant claims that her pay level is different to co-workers because of her pregnancy and she has not received a pay rise.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Complaint Summary	Complainant claims she was sexually harassed by her branch manager at respondent company where she worked as a sales representative. Complainant claims manager would make sexual comments about prospective employees; leave messages on her phone such as "call me, call me, I know you want to" in a tone like `0055' voices; suggested she had gone home to have sex and wasn't sick. It appears complainant resigned.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$4000
Complaint Summary	Complainant commenced employment with respondent mining company as a kitchenhand in a "fly in/fly out" position. Complainant says she had been subject to the cold-shoulder treatment since she advised managers she was pregnant. Complainant further claims her work has been over-scrutinised and she now has to ring in to see if there is any work available and is unsure until last minute. Recently complainant has not been given any work but another person has been.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims she was sexually harassed in her employment by a co-worker who kept asking her out; wrote her a poem and gave her hearts made of tinsel. Complainant claims respondent followed her to lunch and breaks. Complainant claims when she advised manager she was not given support. It appears complainant resigned.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment Employment or business
Terms of Settlement	Financial compensation
Compensation	\$3000
Complaint Summary	Complainant claims she was dismissed from her employment with respondent Club when she advised respondent she was pregnant.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Employment options improved - job offer Reference provided
Complaint Summary	Complainant worked as a chef with respondent motel. Complainant claims she asked for some time off to sort out some personal problems. two weeks leave and on her return respondent advised they were concerned because she was pregnant she wouldn't be able to manage the stress of the job. Complainant had earlier told respondent she was pregnant. Respondent told complainant she was only needed as a casual but respondent never called her for work.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Staff training/ development program Financial compensation
Compensation	\$2500
Complaint Summary	Complainant claims she was sexually harassed by her boss who owns hairdressing salon. Complainant claims boss showed her a picture of his erect penis on the work computer. It appears complainant resigned her apprenticeship.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment Employment or business
Terms of Settlement	Apology - private Financial compensation
Compensation	\$1197
Complaint Summary	Complainant advised her employer she was pregnant. Complainant had complications and her Doctor suggested she reduce her work hours. Complainant advised employer who said she will see what she can do. Complainant says from that day she was given no further work.

Ground	Pregnancy - direct Pregnancy - indirect Parental status / family responsibility
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant employed with respondent mens clothing store. Complainant took Maternity Leave. After leave complainant resigned her full-time permanent position because of increased family responsibilities. Complainant commenced on a casual basis. Complainant claims respondent offered complainant only six shifts in five months and then no work was offered. Respondent claims complainant did not contact the respondent and so her employment was considered abandoned and respondent `terminated' complainant's employment. Complainant claims employment terminated because of family responsibilities. Complainant claims she has lost her pro rata long service leave entitlements.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$7000
Complaint Summary	Complainant claims she was discriminated against because of her pregnancy by respondent company trying to transfer her to another workplace and when complainant refused her employment terminated.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Staff training / development program Policy change/change in practice Financial compensation
Compensation	\$5000
Complaint Summary	Complainant claims she was sexually harassed by a G.P. she saw at respondent medical centre. Complainant says Doctor said she should be a model and told her he was a photographer in his spare time. Complainant also claims respondent Doctor said he was looking for a new wife to have more children with who looked as good as the complainant and asked her if she was interested. Complainant further claims Doctor asked complainant if her pierced tongue improved oral sex. Complainant has made complaint to medical board also.

Ground	Parental status / family responsibility
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$450
Complaint Summary	Complainant works for respondent hotel. Complainant says respondent supervisor took her off the roster because she was unable to work all weekends and evenings. Complainant had been working for respondent for six months. Complainant was unable to work all the weekends and evenings because of her family responsibilities.

Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5000
Complaint Summary	Complainant was employed on a contract basis with respondent IT company. Complainant claims she was sexually harassed in her employment and victimised for raising the allegations and supporting another woman who had allegedly been sexually assaulted by a co-worker. Complainant claims respondent employees talked about sex; one commented on her breast size and were abusive and bullying. Complainant says her contract was not renewed because she complained.

Ground	Parental status / family responsibility
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant worked with respondent pharmaceutical company as a sales representative. Complainant's employer merged with another company. Complainant says her new line manager made her child care responsibilities difficult by increasing time on the road and berating complainant for separating from her husband. Complainant took time off because of Court/Police proceedings involving her children. Complainant says initially company was okay but later her manager bullied her about her time off and for talking about her family crisis. Complainant says she was counselled and excluded from meetings. Complainant was subsequently dismissed.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Complaint Summary	Complainant claims she has been sexually harassed in her employment with respondent Club by a co-worker. Complainant claims co-worker talks about how horny he is; simulates masturbation. Complainant made a complaint to management who said respondent would be spoken with. Complainant claims respondent has not stopped his behaviour.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Complaint Summary	Complainant employed with respondent company for four years. Complainant had just found out she was pregnant. Complainant had difficulty with her pregnancy earlier and required some time off. Complainant advised respondent then that she was pregnant. A few weeks later complainant was advised her position was redundant.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2000
Complaint Summary	Complainant commenced employment with respondent beauty salon. Business later sold with agreement staff would be kept on. New owner was aware complainant was pregnant and intending to work until a few weeks before confinement. Complainant claims that she was dismissed 3 months early.

Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Clubs
Terms of Settlement	Apology - private
Compensation	
Complaint Summary	Complainant is a committee member of responding racing Club. Complainant in dispute with other members, all men, about general governance issues - but complainant claims this is based on her sex because one member said she "needed a good man"; another suggested she was sexually involved with associates and another in front of a large group screamed at her "you're so dumb".

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$61000
Complaint Summary	Complainant commenced employment with respondent personnel company as a solicitor. Complainant went on 12 months Maternity Leave. When complainant returned to work she was advised her previous position was not available and was given `special projects to work on in a different work location. Complainant claims her old position is being filled by someone else. Respondent claims it has undergone a restructure.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$4500
Complaint Summary	Complainant left work on advice of her supervisor due to risk of miscarriage. Complainant was admitted to hospital. Complainant says just after discharge from hospital Respondent Commonwealth employer rang and asked for complainant's resignation as complainant's probation had not been completed and could not be held off until she had her baby. Complainant felt forced to resign and did so but a few weeks later was questioned by respondent for reasons in resignation. Complainant claims she then realised that she didn't have to resign but respondent would not agree to have it withdrawn.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2825
Complaint Summary	Complainant claims she was sexually harassed by her supervisor at respondent employer Christmas party. Complainant says respondent grabbed her around the waist and drew her close to him and kept demanding where she had been when complainant was talking to other employees. Complainant also claims respondent had suggested 'Pagans', the complainant's religion, were sexually liberal. Complainant says she repelled respondent's advances and so after the party he had less contact with her until he advised complainant he wanted to transfer her to another store. Complainant had only recently moved stores. Complainant says the transfer was also with less pay. Complainant resigned.
Ground	Sexual harassment
Area	Employment Employment or business
Terms of Settlement	Apology - private Reference provided Financial compensation
Compensation	\$13500
Complaint Summary	Complainant claims she was sexually harassed by pharmacist with whom she worked. Complainant says respondent grabbed her and tried to kiss her for her birthday. Complainant says respondent also grabbed her breast and said give me a proper kiss. Complainant says after that respondent kept ringing her and asking when are we going to share a bed. Complainant has been on stress leave.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$16000
Complaint Summary	Complainant has been employed by respondent newspaper for twelve years. Complainant was due to return to work following the birth of her third child. Complainant says when she contacted the respondent she advised her job title had changed and her job was a more junior position. Complainant resigned.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$10000
Complaint Summary	Complainant advised respondent travel company she was pregnant. Complainant's position was made redundant 8 weeks later.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims after a work function she was sexually harassed by a co-worker who grabbed her knees and put his hands between her legs on the way back to the hotel in a taxi. Complainant complained to management and she was dissatisfied with response. It appears complainant was transferred interstate and has recently been dismissed.
Ground	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims she was sexually harassed by a co-worker who sent an email of a sexual nature to another worker about complainant.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment Employment or business
Terms of Settlement	Financial compensation
Compensation	\$10000
Complaint Summary	Complainant underwent a termination of pregnancy and had complications. Complainant advised her supervisor at respondent Bank but later found out that other people had been told about the termination and one co-worker has since asked how could she kill her own child. Complainant resigned.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$7000
Complaint Summary	Complainant claims a co-worker persistently asked her out, interrupted her at work and would walk her to her car. Complainant advised managers who said respondent co-worker had done this before. Complainant claims respondent co-worker asked a colleague for a photo of the complainant which he put in his wallet. Respondent employer suspended respondent co-worker, gave him a final warning. Complainant says respondent co-worker has approached her and sent a letter to her home address. Complainant applied for a restraining order. Respondent co-worker was given a written warning.

Ground	Sex discrimination - direct Sex discrimination - indirect Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$28000
Complaint Summary	Complainant employed with respondent for bank 4 years. Complainant advised employer of her pregnancy and requested maternity leave which was approved. Complainant went on maternity leave and indicated she would seek a part time position on return to work. A couple of months into her leave complainant was advised her area had been restructured and it would be difficult to put her indicated in her previous role. Complainant claims RTW negotiations have failed.

Ground	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$14000
Complaint Summary	Complainant claims she has been discriminated against because of her sex and sexually harassed by way of rumours that she was having an affair with a colleague which both deny and then by way of jokes about the alleged affair. Complainant is married. Complainant further claims she was discriminated against because of her disability "post-op gall bladder pains" and her use of the sick room. Complainant also claims that she has been victimised for raising complaints about these issues.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$9000
Complaint Summary	Complainant was employed by respondent as a kitchen hand. Complainant undertook various duties after commencement of employment. Complainant claims she was sexually harassed by the breakfast chef who groped her breasts and between her legs when kneeling to clean. Complainant claims chef also tried to hug her and would ask about her personal sex life. Complainant complained to management but was dissatisfied with response. Complainant resigned. Complainant also claims the chef told a racially offensive `joke'. Complainant is Aboriginal and was offended.
Ground	Sexual harassment
Area	Employment Employment or business
Terms of Settlement	Financial compensation
Compensation	\$1060
Complaint Summary	Complainant alleges he has been sexually harassed by a co-worker. Complainant claims co-worker rubs his hands and arms, rubbing her bottom against him. Complainant claims co-worker followed him around the workplace. Complainant claims management initially did not treat claims seriously.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Employment options improved - job offer Financial compensation
Compensation	\$2000
Complaint Summary	Complainant claims that she was picked for redundancy with respondent club where she had worked for sixteen years because she was pregnant.

Ground	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
Area	Employment
Terms of Settlement	Complainant satisfied with response
Complaint Summary	Complainant alleges co-worker has sexually harassed her by looking at her breasts while they are talking and stood next to her and unbuckled his belt. Complainant alleges issues regarding hygiene of toilet facilities in workplace and sex discrimination.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1000
Complaint Summary	Complainant employed as a cleaner for respondent hotel. Complainant alleges over period of 4 years respondent supervisor has repeatedly made her massage him. Complainant claims employer has criticised work performance and issued formal warning because she complained about giving the massages and about her pay.

Ground	Sex discrimination - direct Sex discrimination - indirect Parental status / family responsibility
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant claims that when she started employment with the funeral company she advised her employer that she could not work on call or on weekends. Complainant states that following the sacking of a co-worker, she has been advised that she will have to work on call and was threatened with the sack if she did not comply. Complainant claims she cannot work on call because of her family responsibilities.

Ground	Sex discrimination - direct Sex discrimination - indirect Pregnancy - direct
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$25000
Complaint Summary	Complainant alleges sex and pregnancy discrimination in her employment as a manager in an accounting firm. Complainant claims the company refused her request to return to work on a part-time basis following maternity leave. Complainant also claims when she returned to work her job was significantly altered and her benefits removed. Complainant is currently on leave.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Staff training / development program Undertaking to cease an action Employment options improved - job offer Record changed Development of action plan
Complaint Summary	Complainant says she was sexually harassed by a work colleague with whom she had had a non-sexual friendship with over a year prior. Complainant says respondent would telephone her constantly; tell complainant of his sexual fantasies and how he wanted to get into her pants. Complainant advised her employer and lodged a Workers Compensation claim.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$7000
Complaint Summary	Complainant commenced employment with respondent Bank. Complainant advised her manager shortly after she and her husband were looking into IVF to start a family. Complainant told respondent she needed time off for IVF treatment. Complainant was dismissed a few weeks later.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Reasonable adjustment
Complaint Summary	Complainant commenced employment with respondent company as a laboratory chemist. On her first day of employment complainant advised respondent she was pregnant and would need to avoid dangerous and toxic gases. Complainant was given administrative work for a month and then told that respondent OH&S staff had advised there was no reason why complainant couldn't work in the laboratory. It appears complainant didn't want to work in the laboratory and provided a medical report to support this - it appears respondent has advised it does not have sufficient non-laboratory work to continue to employ her full time.

Ground	Sex discrimination - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant is due to return to work following Maternity Leave. Complainant is trying to negotiate a return to work on a part-time basis. Complainant says a position has been offered but it is a 50% reduction in pay and at a site which is difficult for complainant to get to. Complainant was employed as a personal assistant prior to leave and the person she worked for has been replaced and has a full-time personal assistant. Complainant claims family responsibilities discrimination.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Reference provided Financial compensation
Complaint Summary	Complainant alleges sexual harassment during her employment as process worker. Complainant claims the Assistant Manager would make comments of a sexual nature such as he and his wife having a sex swing, asking her if she had anal sex with her partner. Complainant claims she resigned because of this behaviour.

Ground	Sex discrimination - indirect Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Complaint Summary	Complainant has been employed full-time by respondent company for 7 years. When complainant became pregnant she asked if she could cut back her hours. Respondent refused. Complainant proceeded on to Maternity Leave. Complainant wants to return to work on a part-time basis but respondent has advised part-time is only available in another department. Complainant is due to return to work soon but has not been able to confirm what arrangements will be.

Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Goods / services & facilities
Terms of Settlement	Policy change/change in practice
Complaint Summary	Complainant claims she was required to leave her 7 month old baby in its pram outside change rooms when complainant was trying on some clothes. Complainant says she has complained to respondent retail store but has been spoken to abruptly. Complainant claims discrimination.
