



Conciliation Register

AGE DISCRIMINATION ACT 2004

***For complaints conciliated and finalised in the period of
01 Jul 2004 - 01 Jul 2005***

Ground	Age discrimination - direct
Area	Accommodation Goods, services & facilities
Terms of Settlement	Apology - private
Compensation	
Complaint Summary	Complainant claims that her application to rent a holiday unit was refused because of her age. Complainant and her friends were 20 and 21 years old.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims he was overlooked by respondent company for the position of Managing Director because of his age (around 60 years). Complainant claims various comments about his retirement had been made Complainant says respondent had indicated it wanted someone for 6-8 years in the role of Managing Director. Complainant further claims he was being pressured into resigning as his role kept changing and undefined.

Ground	Age discrimination - indirect
Area	Employment
Terms of Settlement	Apology - private Financial compensation Policy change / change in practice
Compensation	
Complaint Summary	Complainant says she applied for a job with respondent company. Complainant says when she arrived for an interview she was told respondent was not hiring until a new store opened and that she was too old.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Employment
Terms of Settlement	Apology - private
Compensation	
Complaint Summary	Complainant says she is a job seeker. Respondent real estate agent was advertising for a receptionist. Complainant says the advertisement was forwarded to her as part of an electronic job match service. Respondent `advertises' for a well presented `younger' applicant. Complainant is 48 years old and claims this is discriminatory.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Employment
Terms of Settlement	Financial compensation Reference provided
Compensation	\$5000
Complaint Summary	Complainant says he has been discriminated against on the basis of his Chinese background. Complainant says fellow workers refer to him as `Pig', ignore him or are rude towards him. Complainant also claims respondent refers to him as too old and says he can't change. Complainant is 43 years.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Employment
Terms of Settlement	Employment options improved - job offer Policy change / change in practice
Compensation	
Complaint Summary	Complainant says respondent overseas tour company placed an advertisement in an Australian newspaper in September 2004 for tour drivers and managers for work in Europe in 2005. Complainant says the advertisement stated applicants should be "ideally aged between 23 and 35 years". Complainant contacted respondent as he was of the view he was suitable but that he was 52 years old. Complainant says respondent rejected his application.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$202
Complaint Summary	Complainant claims he was not given any further casual work with respondent store because of his age. Complainant says casual employees were to record their age on the sign-on sheet at their first shift.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Employment
Terms of Settlement	Alleged perpetrator relocated Financial compensation
Compensation	\$3800
Complaint Summary	Complainant claims he was abused and ridiculed in his employment as an apprentice with respondent engineering company. Complainant says his supervisor calls him a useless c--t and says that his father should have "put your head in a warm bucket of water when you were born". Complainant says he is stressed and has developed an anxiety disorder. Complainant wants to finish his apprenticeship.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$5500
Complaint Summary	Complainant claims she was sexually harassed in her employment with respondent retail store. Complainant says the manager told her she wasn't allowed a boyfriend and asked her if she had been "slutting around" after he had seen complainant out of work; brushed his hand across her bottom and told her to "put some ass movement" into it when she walked. Complainant resigned. Complainant also claims age discrimination. Complainant claims respondent called her dumb and stupid in front of customers.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Goods, services & facilities Superannuation / insurance
Terms of Settlement	Apology - private Policy change / change in practice Provision of goods / services / facilities
Compensation	
Complaint Summary	Complainant is 70 years of age. Complainant states that he was advised that due to his age he could no longer take out yearly travel insurance and was subjected to restrictions regarding length of travel. Complainant claims change in policy causes significant financial detriment to him.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Goods, services & facilities
Terms of Settlement	Apology - private
Compensation	
Complaint Summary	Complainant says he rang respondent employment agency about a job he saw in job search. The job was for the position of cleaner in a restaurant. Complainant says respondent agency staff member said he was a bit old for the job when complainant advised he was over 60 years.

Ground	Age discrimination - indirect
Area	Goods, services & facilities
Terms of Settlement	Access to club membership / benefits Access achieved Policy change / change in practice Undertaking to cease an action
Compensation	
Complaint Summary	Complainant has been a long time member of respondent Golf Club. Complainant is 81 years of age and has various disabilities including mobility disability. Complainant uses a 'Ride on Cart' for golf. Respondent Club has imposed a fee. Complainant claims age and disability discrimination.

Ground	Age discrimination - direct Age discrimination - indirect
Area	Superannuation / insurance
Terms of Settlement	Provision of goods / services / facilities
Compensation	
Complaint Summary	Writer says he is 61 years young. Writer says he had business insurance with respondent insurer for over 10 years. Writer says he recently received advice that respondent will no longer offer renewal for illness cover. Writer says he has never made an illness claim.