



# Conciliation Register

## HUMAN RIGHTS AND EQUAL OPPORTUNITY COMMISSION ACT 1984

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

<b>Ground</b>	Criminal record (ILO111)
<b>Area</b>	Employment / occupation
<b>Terms of Settlement</b>	Employment options improved
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant claims refused employment as electrical engineer operator with respondent State government because he did not disclose previous criminal conviction. Complainant claims application form only required disclosure of convictions within past 5 years and his conviction occurred 7 years ago. Conviction was for assault.

<b>Ground</b>	I.C.C.P.R.
<b>Area</b>	Acts or practices of the Commonwealth
<b>Terms of Settlement</b>	Access to services provided
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant is in immigration detention. Complainant says respondent has not facilitated psychiatric and other health care services since his transfer from another centre some months ago.

<b>Ground</b>	Sexual preference (ILO111)
<b>Area</b>	Employment / occupation
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$507.30
<b>Complaint Summary</b>	Complainant claims he was dismissed from his employment with respondent company because staff imputed he was HIV+. Complainant is homosexual and has regular HIV testing as part of a survey. Complainant says he was called a 'filthy homosexual'.

<b>Ground</b>	Sexual preference (ILO111)
<b>Area</b>	Employment / occupation
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided
<b>Compensation</b>	\$1000
<b>Complaint Summary</b>	Complainant had an altercation with a co-worker at respondent factory. Complainant says co-worker started mimicking in an exaggerated manner 'gay movements' and made vulgar sexual comments. Complainant made a complaint to respondent employer and he was put on a final warning for referring to the co-worker as 'she' and being confrontational. Complainant claims he was given the warning because of other work issues. Complainant claims sexual preference discrimination. Complainant is homosexual.

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