



# Conciliation Register

## SEX DISCRIMINATION 1984

***For complaints conciliated and finalised in the period of 01 Jul 2004 - 31 Dec 2004***

<b>Ground</b>	Marital status - direct Marital status - indirect Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$28000
<b>Complaint Summary</b>	Complainant has been an executive sales manager with respondent company for 8 years. Complainant claims a Director of the company sexually harassed her by making comments about her "bum" and "breasts" and say she looked "f---able" from when she commenced employment and his general abuse escalated as she took on greater responsibilities. Complainant says respondent would also commonly ask her "I suppose a f--- is out of the question".

<b>Ground</b>	Parental status / family responsibility Pregnancy - direct Pregnancy - indirect Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$0
<b>Complaint Summary</b>	Complainant claims her starting hours were changed whilst she was on Maternity Leave and that these times are incompatible with her family responsibilities. Complainant says she was informed of this 1 week prior to her return. Complainant says respondent advised hours were not negotiable. Complainant in essence claims she has been forced to resign.

<b>Ground</b>	Parental status / family responsibility Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$10000
<b>Complaint Summary</b>	Complainant claims that she commenced employment with an insurance company as an executive assistant. Nine months later her employer became respondent company after a takeover and complainant's boss was changed. Complainant asked her new boss if she could work part-time (3 days per week) because of her family responsibilities to her young son. It appears respondent was undertaking a restructure and complainant was advised of the filling of a position by another a position complainant thought she was suitable for but was not considered because she had previously indicated she wanted to work part-time. It appears complainant's position then became redundant.

<b>Ground</b>	Parental status / family responsibility Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer Financial compensation
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant says she hasn't been given any more shifts with respondent service station because she can't work weekends because of family responsibilities. Complainant is a casual employee. Complainant says her husband works weekends.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - direct Sex discrimination - indirect Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Policy change / change in practice
<b>Compensation</b>	\$8000
<b>Complaint Summary</b>	Complainant alleges sex and pregnancy discrimination in her employment as a customer service agent. Complainant claims that she was not allowed to work a flexible work roster when returning from Maternity Leave. Complainant claims that flexibility is needed due to her child care responsibilities and post natal depression. Complainant claims that after requesting more flexible work she was subjected to a campaign of harassment and her employment was terminated.

<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>Compensation</b>	
<b>Complaint Summary</b>	Complainant employed with respondent security company for nine years. Complainant claims she was constructively dismissed whilst on Maternity Leave. Complainant further claims that she was overlooked for promotions and told she would not be considered for jobs because she was female.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$5800
<b>Complaint Summary</b>	Complainant employed with respondent company as a packer. Complainant returned to work from maternity leave and found she was getting less hours to work per week. It appears around this time complainant had separated from her husband and started a relationship with her supervisor's brother. Complainant advised respondent she was pregnant - complainant says she was advised to have an abortion if she wanted her job. Complainant had the pregnancy terminated. Complainant says when she returned to work her hours were reduced further despite new employees being taken on by respondent. Complainant says respondent advised her this was because they could work more than complainant.

<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>	\$33000
<b>Complaint Summary</b>	Complainant commenced employment with respondent employer. Three years later complainant advised respondent she was pregnant. Complainant says her supervisor was hostile towards her pre-natal appointments but she commenced Maternity Leave. Complainant claims just after she commenced leave she was given a performance review which was marked down. Complainant also claims she was advised that the respondent wanted to redirect the focus of her job and may consider making her job redundant - unless she resigned given her performance. Complainant claims these actions were based on her pregnancy.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$7500
<b>Complaint Summary</b>	Complainant claims she was forced to resign after taking Maternity Leave because respondent company suggested she wouldn't be able to travel enough on her return and complainant of view respondent wanted her to resign because she had complained another worker suggested she wear low-cut tops when seeing clients.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - 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 commenced employment with respondent Commonwealth organisation as a human resources consultant. Complainant was on a 12 month contract. Complainant's contract was extended for 12 months. Respondent advised complainant she was being groomed for a more senior role which would be advertised and be a permanent position. Shortly after contract extension complainant advised respondent of her pregnancy. Another employee was later promoted above complainant into the Acting senior role. Complainant went on Maternity Leave. Complainant says the Senior job was not advertised in as planned. When complainant started talking with respondent about her return to work plans which included work from home. Respondent offered 4 days per week in the office.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Policy change/change in practice Staff training / development program
<b>Compensation</b>	\$4500
<b>Complaint Summary</b>	Complainant commenced employment with respondent company as an accounts assistant. Complainant became pregnant and had arranged to take 12 months leave. Just prior to this complainant says her working week was reduced to 3 days (but paid full-time). When complainant began discussions with respondent about her return to work complainant wanted to work part-time or alternatively full-time with 2 days from home. Respondent said no part-time work available. Complainant says she was forced to resign.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided Staff training / development program
<b>Compensation</b>	\$8500
<b>Complaint Summary</b>	Complainant commenced employment with respondent auto mechanics as a general hand. A new manager respondent was employed. Complainant says she was sexually harassed by manager who would undo her bra from the back, simulate sex with staff, try to open toilet when complainant was using it and ask if complainant "fu---- all weekend". Complainant claims respondent made comments about her dating a black man and when her child was born respondent said it looked like a monkey. Complainant resigned.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$2500
<b>Complaint Summary</b>	Complainant commenced employment with respondent and performed various roles including data base manager. Complainant advised respondent August she was pregnant. Complainant says respondent previously had advised there was a '2 year pregnancy ban'. Complainant agreed to reducing her hours In but respondent further reduced work to 20 hrs per week. A month later this was again reduced - this time to 10 hours per week. Complainant says respondent kept asking what date she would be leaving work. Complainant resigned.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant claims that she has been denied opportunities to gain permanent part-time work (she was a casual employee) because of her two pregnancies. Complainant claims others who are younger with less experience have been employed in permanent part-time positions.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$49237
<b>Complaint Summary</b>	Complainant was employed as a solicitor with respondent law firm. In Complainant advised her supervisory partner she was pregnant. Complainant says no new files were allocated to her from this date notwithstanding she was to work for another 6 months. Complainant had indicated she wished to take 6 months leave returning 3 days/week. Prior to return to work complainant contacted respondent to negotiate her return. Complainant says respondent advised her to look for another job. Complainant advised she wouldn't and made various suggestions about the work she could undertake. None of which suited the respondent. Complainant's employment was terminated.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant commenced employment with respondent wholesale meat works Complainant was 5 months pregnant. Complainant says for the first couple of weeks she was given around 40 hours per week. Complainant says her hours were then reduced to about 8 hours per week and another woman was employed.

<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>	\$3000
<b>Complaint Summary</b>	Complainant commenced employment with respondent pharmacy on a casual basis. Complainant says she received regular work but this decreased significantly three days after complainant advised respondent she was pregnant.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$7500
<b>Complaint Summary</b>	Complainant commenced employment with respondent company as an optician. Two years later complainant advised she was pregnant. Complainant claims respondent proposed to remove her managerial responsibilities from her position on return to work.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$2500
<b>Complaint Summary</b>	Complainant worked with respondent company as a casual through a recruiting company as a sewing machinist. After 6 months complainant was offered permanent employment. Complainant advised respondent she was pregnant in and respondent withdrew permanent employment offer.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Policy change/change in practice Reasonable adjustment
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant employed by respondent company and was promoted 12 months later to Store Manager. Complainant advised respondent she was pregnant and requested information on her entitlements and respondent policy. Complainant says that day her sales target was increased and no other staff's targets were increased. Complainant says respondent then complained about her work and pestered her about when and how long she would take leave.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Policy change/change in practice
<b>Compensation</b>	\$1500
<b>Complaint Summary</b>	Complainant says she was employed by respondent restaurant. Complainant says she had to take time off when she became pregnant because of high risk of miscarriage. Complainant says respondent took her off the roster and has not given her any further work although now fit to work.

<b>Ground</b>	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 has worked for respondent Doctor's practice for over 6 years. Complainant says when she advised respondent she was pregnant he made her sign a new contract which reduced her work to part-time. Complainant says when she was due to return to work respondent advised he may have 5 hours/week.

<b>Ground</b>	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 employed by respondent retail company. Three years later complainant took Maternity Leave. Complainant requested in part time return to work. Respondent rejected this proposal and refused to allow return to work. Complainant was given extended leave until but then advised her job had been made redundant.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$10000
<b>Complaint Summary</b>	Complainant was employed by respondent pharmaceutical company on a one year contract as a research associate. Respondent advised complainant she was to take on a Lead position the following year. Prior to this complainant advised respondent of her pregnancy and was advised that she was no longer to take the Lead role given her pregnancy and anticipated leave. Complainant's contract was then terminated because of insufficient work.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$6500
<b>Complaint Summary</b>	Complainant has been employed by respondent company for over 3 years. Complainant has been on Maternity Leave for past 12 months. Complainant has been advised that her position of payroll accountant has become redundant due to a restructure and the only position available is in accounts payable which is of a much lower status. Complainant has not accepted this offer and has not returned to work. Complainant claims pregnancy discrimination.



<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$3000
<b>Complaint Summary</b>	Complainant commenced employment with respondent company as a sales representative on 3 months probation. Complainant advised respondent store 8 weeks later that she was pregnant and she was dismissed 4 days later.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$2000
<b>Complaint Summary</b>	Complainant says she was employed by respondent company as a packer through an employment agency. Complainant had worked with respondent for 9 months when she advised she was pregnant. Complainant was dismissed 2 weeks later. Complainant claims others who had worked for less time than her were made permanent.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$19000
<b>Complaint Summary</b>	Complainant claims 20 weeks into her pregnancy respondent advised her job was to be made redundant.

<b>Ground</b>	Pregnancy - direct Pregnancy - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$12000
<b>Complaint Summary</b>	Complainant is a casual employee. Complainant became pregnant to a married co-worker and since that time respondent company has refused to re-employ her.

<b>Ground</b>	Pregnancy - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$5500
<b>Complaint Summary</b>	Complainant employed with respondent on a part-time basis working 4 days per week. Complainant took Maternity Leave but prior to leave was advised her hours were to be cut back from 54 hours per fortnight to 29 hours per fortnight. Complainant went on Maternity Leave to return after 6 months. Complainant says when she was to return she was advised her job no longer existed and that unless a job came up elsewhere she would be made redundant. Complainant says there were other jobs and she was not genuinely redundant.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant was employed as a cleaner at respondent company. Complainant claims she was sexually harassed by a co-worker who would follow her around and run front on into her back, ask her personal questions and generally was bullying towards her.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Complainant satisfied with response Staff training / development program
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant claims co-worker makes comments about her personal life - such as calling her boyfriend a "wanker" and that he "wanks himself with a rubber glove". Complainant claims co-workers are hostile towards her and call her a "f---ing b-t--". Complainant says most of these comments are in ear-shot of a supervisor who has done nothing about the behaviour.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant claims that she was sexually harassed and exposed to a sexually hostile work environment where she was employed by respondent law firm. Complainant says sexually explicit conversations were encouraged and there were suggestions that she was having a relationship with respondent.

<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>	\$60000
<b>Complaint Summary</b>	Complainant was employed for six years with respondent company as a State Manager. Complainant claims she was subject to a sexually hostile work environment where men were condoned for drinking and sexist behaviour, while women were criticised. Complainant claims she was also sexually harassed and spoken to in an aggressive tone compared to men. Complainant's employment was terminated after she complained.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant works as an account executive with respondent company. Complainant says the office where she works is very 'blokey' and inappropriate and offensive language is regularly used with restriction. Complainant says at a conference her room was 'invaded' and respondent co-worker lay on her bed with his shirt off trying to wake complainant and get her to go to a party. Complainant advised respondent manager of the incident.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant commenced employment with respondent real estate as a salesperson. Complainant says respondent owner was hostile in his manner - raised his voice in a threatening manner, said she was a lesbian, swore at her and told her to stop prostituting herself with buyers.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Goods / services & facilities
<b>Terms of Settlement</b>	Provision of goods / services / facilities
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant says she attended respondent hairdressers for a trim (without a wash or blow-dry). Complainant says respondent advised her it would cost \$32.95. Complainant says she has short hair. Complainant says a man in the salon on the same day was charged \$24 for a trim.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant claims she applied for a job with respondent company. Complainant says she met the criteria but respondent advised it had never had women operating machines previously and respondent would have to build a special ablutions block for her because all the men showered together at the end of the shift. Complainant was later told she was unsuccessful.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - 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 was employed by respondent company as a recruitment consultant. Complainant says however it was clear she was appointed as an assistant as she never got senior work of significance, had her budget allocated without consultation and was subject to sexist comment and behaviour by male colleagues. Complainant claims her boss unfairly criticised her performance. Complainant's employment was terminated after she complained.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - 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 commenced employment with respondent accounting firm as a graduate accountant. Two years later complainant was advised she was to be considered for partnership. As part of the process an image consultant was engaged. Complainant proceeded through the program but was later advised her candidature would not be progressed that year. Complainant was advised the following year she would not be part of that years program. Complainant claims decision based on her sex and race.

<b>Ground</b>	Sex discrimination - direct Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant was employed as a debating coach at respondent independent school on a casual but regular basis. Complainant was asked if she wanted to return the next year and she indicated she did. Complainant says when she contacted the school respondent advised there wasn't a job for her because it had decided only old-boys would be employed. Complainant claims sex discrimination.

<b>Ground</b>	Sex discrimination - direct
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Policy change/change in practice
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant says he inquired into an advertisement for part-time work with respondent takeaway shop. Complainant says the owner told him he was looking for a "lady not a boy".

<b>Ground</b>	Sex discrimination - indirect
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Employment options improved - job offer
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant says when she returned to work from Maternity Leave she wanted to 'job share' with another employee at the same level. Complainant says she was advised she could only do so at a lower level. Complainant says a part-time work option was also denied at level. Two years later complainant was again pregnant and requested part-time or job share on return but her request was denied.

<b>Ground</b>	Sexual harassment Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided
<b>Compensation</b>	\$500
<b>Complaint Summary</b>	Complainant alleges sexual harassment by respondent co worker while working with respondent employer. Complainant states that verbal abuse from co worker deteriorated to include comments such as "eat a dick" and that he touched her on her arms, head and side area. Complainant claims she received verbal warning about arguments between her and co worker. Complainant claims she reported demeaning behaviour of co worker to boss and that her employment was terminated.

<b>Ground</b>	Sexual harassment Victimisation
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant was employed by respondent company. Complainant claims she was sexually harassed by respondent Director of company. Complainant says respondent would put his arms around complainant, try and kiss her and make comments about her appearance. Complainant claims she made a complaint about this to another Director. Complainant says although the harassment ceased she was treated less favourably. Complainant was later dismissed.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant says she was sexually harassed by a co-worker. Complainant says co-worker sent her SMS's asking her for dates when his wife was out of town.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant commenced employment with respondent jewellers. Complainant says she was sexually harassed by the owner who told her she was beautiful, said he wanted to cook dinner for her and would ring her after hours. Complainant said on one occasion respondent put his hand on her leg and opened his desk drawer showing her a box of condoms. Complainant says she told respondent she wasn't interested. Complainant says respondent continued to pursue her and would give her cash bonuses in her pay - told her he wanted her to be his lover. Complainant's employment was terminated.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Policy change/change in practice Staff training / development program
<b>Compensation</b>	\$5000
<b>Complaint Summary</b>	Complainant commenced employment with respondent international carrier company in as a Customer Service agent. Complainant worked shift work. Complainant says she was sexually harassed in employment by co-workers who would touch her buttocks, shoulders and back. Complainant says she was referred to as love and darling. Complainant says sexual innuendo was frequently made in discussions. Complainant says when she attended an after hours work function the karaoke compere said over the microphone the complainant had "big t--s" and everyone laughed. Complainant says co-workers then commented in similar fashion the rest of the evening.

<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>	\$2500
<b>Complaint Summary</b>	Complainant has worked at respondent cafe for three years. Complainant says she and her boyfriend became friends with the owner and his girlfriend. Complainant says in respondent owner tried to start a relationship with her. Complainant told respondent she wasn't interested. Complainant says a year later respondent indicated he was still interested in complainant telling her he loved her and 'accidentally' touching her as she passed. Complainant says the attention became constant and complainant resigned.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$6500
<b>Complaint Summary</b>	X Complainant has been employed by respondent Club for around 5 years Complainant says she was sexually harassed by the General Manager who, at a work function tried to hold her hand and hug her and at another function tried to hold her hand and cuddle her. Complainant says General Manager was intoxicated. Complainant says General Manager became hostile towards her when complainant informed General Manager she was in a relationship with the President of the respondent Club. Complainant says her performance was overscrutinised and her work was given to others. Complainant made a workers compensation claim.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided Staff training / development program
<b>Compensation</b>	\$12500
<b>Complaint Summary</b>	Complainant commenced employment with respondent undertaking general administrative duties. Complainant says respondent manager was employed some time later. Complainant says she was sexually harassed by manager who would say he had dreams about complainant and having sex with her, asked if she "took it up the ar--", tell her she had nice boobs and try and open the toilet door when complainant was utilising it. Complainant says she clearly communicated with respondent his behaviour was unacceptable. Complainant resigned.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$10000
<b>Complaint Summary</b>	Complainant commenced employment with respondent company as a trainee. Complainant says she was sexually harassed by the owner who showed complainant and a co-worker how to wipe themselves with 1 square of toilet paper and told them about the size of his penis. Complainant resigned.



<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$10000
<b>Complaint Summary</b>	Complainant commenced employment with respondent company as a trainee. Complainant was 17 years old. Complainant said she was sexually harassed by the owner of company who touched her bottom, showed complainant and a co-worker how to wipe themselves with 1 square of toilet paper and told them about the size of his penis. Complainant resigned.

<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>	\$9000
<b>Complaint Summary</b>	Complainant was employed by respondent property consultants as a financial controller. Complainant says she sexually harassed in her employment by a Director who would stare at her breasts. Complainant claims at the work Christmas function the same Director became loud and intoxicated and started talking about "tits" and "c--ts". Complainant says respondent then placed his head between complainant's breasts and started licking her breasts. Complainant told respondent his behaviour was inappropriate. Complainant says she advised the other Director the following week of the events. Complainant doesn't think he did anything about the issue and she was then told there was no further work.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Reference provided
<b>Compensation</b>	\$6000
<b>Complaint Summary</b>	Complainant commenced employment with respondent chicken farm as an egg collector. Complainant claims she was sexually harassed in her employment by co-workers who would ask what colour was her G-string, was she a lesbian and would say complainant was 'on heat'. Complainant says this type of talk was constant. Complainant says the type of comments were increasing in offensiveness and on one occasion one co-worker tried to pull her pants down to see if she shaved her fanny. Complainant left employment and made a workers compensation claim.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Compensation
<b>Compensation</b>	\$3500
<b>Complaint Summary</b>	Complainant commenced an apprenticeship with respondent catering company. Respondent company ran the restaurant of a Club. Complainant says one of the owners of the business sexually harassed her shortly after she commenced, called her "baby" or "gorgeous", would squeeze her arm and bottom and asked her what type of "panties" she was wearing. Complainant resigned.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$1000
<b>Complaint Summary</b>	X- Complainant claims she was sexually harassed in her employment with respondent company by many co-workers who would talk about sex incessantly, buying condoms and making disparaging remarks to complainant about her single status and `belief of no sex before marriage'. Complainant also claims she was called 'slow', an "imbecile" and told to see a psychiatrist.

<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>	\$2750
<b>Complaint Summary</b>	Complainant says she has been sexually harassed in her employment with respondent company by the production manager. Complainant says respondent manager says things such as "close your legs your breath stinks"; asks if her husband takes viagra and suggests complainant will give others a good time. Complainant resigned after 5 years with respondent company.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant says she was sexually harassed by a co-worker over two year period. Complainant says co-worker would rub against her bottom, ask if he could touch her boobs and refer to her as "bitch". Complainant complained to management who she claims told her she had an attitude problem and refused to transfer her back to a store she had previously worked. Complainant became stressed and depressed and made a Workers Compensation claim.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation Reference provided
<b>Compensation</b>	\$8000
<b>Complaint Summary</b>	Complainant commenced employment with respondent aged care service as an office clerk. Complainant claims over a two year period she was sexually harassed by the CEO who gave her flowers, chocolates, and birthday gifts which included 'g-string' underwear. Complainant claims CEO was jealous of her boyfriends and intruded into her and her daughter's life. Complainant resigned.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Apology - private Financial compensation
<b>Compensation</b>	\$1000
<b>Complaint Summary</b>	Complainant commenced employment at respondent hotel as a bar person. Complainant claims co-owner of hotel tried to kiss her when he offered to drive her home. It appears respondent apologised and said he had drunk too much. Complainant later resigned.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Development of action plan Employment options improved - job offer
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant claims she has been sexually harassed by a supervisor in respondent organisation. Complainant claims respondent supervisor talked to her about licking strawberries and cream off her body. Complainant says she later heard respondent supervisor had been talking about her work performance. Complainant believes the incidents are linked.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$2500
<b>Complaint Summary</b>	Complainant alleges that he has been harassed by the manager at the kiosk at which he works. Complainant claims his manager would accuse him of stealing and would make threatening phone calls. Complainant claims sexual harassment as the manager put ice down his pants and in his backside. Complainant has an AVO against the manager.

<b>Ground</b>	Sexual harassment
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<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$13000
<b>Complaint Summary</b>	Complainant was employed by respondent company as a process worker. Complainant claims she was sexually harassed by her supervisor who coerced her into performing sexual favours and asking "for a head job". Complainant says she felt unable to refuse because she thought she'd lose her job. Complainant has made a Workers Compensation claim.

<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>	\$500
<b>Complaint Summary</b>	Complainant claims she was sexually harassed in her employment by her husband's supervisor who read out a quote from a magazine about women using vibrators. Complainant says respondent asked her how do women do that.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$5000
<b>Complaint Summary</b>	Complainant claims he has been sexually harassed in his employment by the operations manager. Complainant claims respondent manager put on a store list this is an item for complainant to obtain "1 head job". Complainant says respondent then made comment that complainant "didn't swallow". Complainant says respondent called him toyboy and patted his bottom.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Policy change/change in practice
<b>Compensation</b>	\$10000
<b>Complaint Summary</b>	Complainant commenced employment with respondent Commonwealth organization as an administrative officer. Complainant claims she was sexually harassed by her team leader who would ask the colour of her underwear, if she was wearing underwear and would rub up against her. At a conference, complainant claims respondent grabbed at her vagina and pulled his pants down in front of complainant. Complainant made a formal complaint. Complainant claims apart from offer of counseling for her, the respondent did little. Complainant claims 3 months later the team leader again harassed her. Complainant is now on Workers Compensation.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Private agreement - terms not disclosed to HREOC
<b>Compensation</b>	
<b>Complaint Summary</b>	Complainant who worked as an Accountant with respondent firm claims she had a consensual sexual relationship with respondent director for 12 months. Complainant claims relationship ended amicably. Complainant claims that she was sexually harassed by him after relationship ended by comments made of a sexual nature, offering to show the complainant a nude photo of one business partner's girlfriend, and director spreading rumours in office that the complainant was having affair with another co-worker. Complainant states she then raised introducing a sex harassment policy in the office with management and has now been pressured to resign.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$5000
<b>Complaint Summary</b>	Complainant claims she was sexually harassed in her employment with respondent Commonwealth organisation. Complainant says a co-worker would ring her on her mobile, touch her legs, neck and shoulders, display pornographic calendar and ask her personal questions. Complainant claims respondent did not do enough about the situation and complainant resigned.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$5000
<b>Complaint Summary</b>	Complainant was employed as a sales manager with respondent company. Complainant says at a National sales conference respondent manager left a message on his phone saying in essence I know you are in bed with one of two people - one is ok because everyone wants to f--- that person - but the second - everybody has already f---ed her. The second person is complainant's partner and another employee of respondent.

<b>Ground</b>	Sexual harassment
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<b>Area</b>	Employment
<b>Terms of Settlement</b>	Access to education / training Apology - private Financial compensation Staff training / development program
<b>Compensation</b>	\$12500
<b>Complaint Summary</b>	Complainant is a PhD student at respondent University. Complainant is also employed by respondent University. Complainant claims she has been sexually harassed by respondent laboratory manager who works to complainant's PhD supervisor. Complainant says this has occurred for 6 years. Complainant says recently respondent has commented on her breasts, called her a lazy b----; commented that a colleague liked moist women and would stare and leer at her. Complainant claims respondent University has not responded properly to her concerns. Complainant says she has become so stressed that it has had an impact on her PhD progression.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation Reference provided
<b>Compensation</b>	\$4100
<b>Complaint Summary</b>	Complainant commenced employment with respondent company on a casual basis and became permanent two years later. Complainant resigned and returned to casual work 6 months later. Complainant says her old position was taken over by respondent. Complainant says respondent sexually harassed her by talking about sex, questioning her about her private life and touching all the women in the workplace through massages and fixing up their lab coat collars. Complainant complained to management. Complainant claims no action was taken except reduce her work hours.

<b>Ground</b>	Sexual harassment
<b>Area</b>	Employment
<b>Terms of Settlement</b>	Financial compensation
<b>Compensation</b>	\$2500
<b>Complaint Summary</b>	Complainant employed with respondent company. Complainant says owner sexually harassed her by enquiring into her private life, touching her leg when they were out in the car and commenting she had beautiful skin. Complainant further claims respondent grabbed her, kissed her and put his hands down in her underpants. Complainant says later respondent apologised but he continued to ask her about her sex life and again tried to sexually assault her. Complainant resigned.