



Conciliation Register

Sex Discrimination Act 1984

For complaints conciliated and finalised in the period of 1-Jan-2002 to 31-Mar-2002

Ground	Sex discrimination - direct Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$5,000
Complaint Summary	Complainant claims she has been discriminated against because of her sex and sexual preference. Complainant says manager told her unless she had "co-- and ba--s" she wouldn't get anywhere in the company and said if complainant spent an hour with him she would change her sexual preference. Complainant claims she was dismissed.
Ground	Victimisation
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	Complainant alleges that she has been victimised because of complaint lodged with HREOC alleging sex discrimination. Acts of victimisation described as ostracism and exclusion of complainant in workplace and recommendation that appointment be annulled.
Complaint Summary	

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$4,000.00
Complaint Summary	Complainant claims she was sexually harassed by State Manager of freight company she worked for. Complainant claims respondent would make comments about her body; asked her if she'd had sex and whether she enjoyed it; asked her out for dates and would touch her bottom and breasts. Complainant claims things got worse when she started seeing another employee in the organisation. Complainant resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,000.00
Complaint Summary	Complainant has been employed by respondent for nine years as a curtain maker. Complainant claims she has been sexually harassed throughout that time by way of comments such as "... will give you a head job" and "while you're down there". Complainant claims two years ago the respondent told her he had "feelings" for her. Complainant claims she rejected his advances but since that time her work environment has become hostile. Complainant claims one year ago respondent bought her a black vibrator and spoke of her liking black d---s". At Christmas complainant claims respondent asked her to go away with him for the weekend. Complainant claims she again rejected respondent but in return her hours of work were reduced.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Staff training / development program
Compensation	\$2,750.00
Complaint Summary	Complainant was employed as a trainee in respondent vineyard. Complainant claims that she was verbally abused because of her sex with comments such as women were only good for two places - kitchen and bedroom and made comments that women "finger themselves every time they shower or go to the toilet" and complainant claims one employee wanted to have sex with her. Complainant claims manager was aware of comments but didn't act. Complainant resigned.

Ground	Sex discrimination - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant has worked for the organisation for a number of years and has been advised that her position is to be restructured and she will be made redundant. Complainant claims that her 'position' has been filled by another person with a different title but the job is the same, and she was not interviewed for the job. Complainant is seven months pregnant and believes this is the reason her job is being made redundant.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,000.00
Complaint Summary	Complainant claims she was interviewed for employment with respondent after being referred by a job network agency. Complainant got the job but claims respondent asked her if she was married or had children and was she in a relationship. Complainant claims after commencing employment respondent would touch her hands or legs if respondent was near her. Complainant claims respondent asked her to go walking with him in the mornings - to bring her work clothes and to change at his place. Complainant claims the office manager told her to be careful with respondent. Complainant claims respondent constantly asked her questions about her personal life. Complainant claims when she rejected respondent he tried to force her to resign. Complainant ultimately resigned.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$30,000.00
Complaint Summary	Complainant claims she was sexually harassed by a co-worker. Complainant commenced employment by respondent export company and claims co-worker was overly familiar, discussed his private life and divorce, bought her a birthday and valentines card and would constantly watch her. Complainant says another employee found the respondent's journal in which he described his feelings about the complainant. Complainant confronted respondent and advised her employer. Complainant is on stress leave.

Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Employment
Terms of Settlement	Policy change/change in practice
Compensation	
Complaint Summary	Complainant Union claims that Regulations that their members operate under are discriminatory to pregnant women as the Regulations state pregnancy is a cause of temporary unfitness for work/privileges of all aviation licences subject to medical clearance to 34 weeks gestation after which employees are deemed unfit.
Ground	Sex discrimination - direct Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$12,000.00
Complaint Summary	Complainant is employed by respondent meat industry as a stock person. Complainant has been employed by respondent for thirteen years. Complainant states she was the only female in the position for a number of years. Complainant claims she was exposed to a sexually hostile work environment and subject to repeated comments such as "she's in a bitch of a mood"; "oh your'e raggy today", "nice legs shame about the face" and comments with sexual innuendo.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$2,000.00
Complaint Summary	Complainant claims when she commenced with company a co-worker sexually harassed her by giving her flowers, asking for a photograph of her, rang her at home and asked her out. Complainant claims management told her not to worry and to just accept the gifts. Complainant claims respondent continued to press gifts on her and say one day she would love him. Complainant complained again but was told she could leave. Complainant finally resigned and had to take out a restraining order against individual respondent.

Ground	Sex discrimination - indirect Parental status/family responsibility
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$3,750.00
Complaint Summary	Complainant claims she commenced employment with respondent as an administrative assistant on probation. After probationary period was finished she was told she was no longer required. Complainant believes it is because she has a child and a partner who worked shifts and because she was not ready for full-time work.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims she has been discriminated against because of her pregnancy and associated morning sickness. Complainant states she had sick leave certificates and was within sick leave entitlements but was given a written warning for having too much time off work and was told if she had any more time off work she would be dismissed. The complainant states when she applied for annual leave her application was denied.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,000.00
Complaint Summary	Complainant claims she was sexually harassed by her supervisor. Complainant claims respondent would constantly ask her out for drinks despite advising him she wasn't interested. Complainant claims respondent would say how he would "like to fu-- her" and say she had "a sexy ar-e". Complainant claims respondent rang her at home at all hours and one night he turned up at her house and crashed out on her bed. Complainant took sick leave. Complainant claims when she advised respondent employer of her complaint supervisor was dismissed but she was victimised and told her performance was poor.

Ground	Sexual harassment
Area	Employment or business
Terms of Settlement	Apology - private Alleged perpetrator relocated Financial compensation
Compensation	\$6,525.75
Complaint Summary	Complainant claims sex harassment in employment by respondent who said "You're just p---ed at the fat joke last trip" and "I don't know what your problem is, I've f----- fatter chicks than you" after he was asked to leave her alone.
Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$10,000.00
Complaint Summary	Complainant claims shortly after she commenced work for respondent company she became pregnant. Complainant advised respondent who said 110% was expected from complainant. A few days later complainant was asked to resign.
Ground	Pregnancy - direct
Area	Employment Contract workers
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant was employed by respondent store as a trainee manager and shortly after found she was pregnant. Complainant had severe morning sickness for which she took unpaid and paid sick leave. Complainant was advised she was not entitled to maternity leave. Following sick leave complainant claims respondent said to her "you are going to resign, so why not resign now?". Complainant wouldn't resign but on Union advice asked for leave without pay. Respondent refused and as complainant had no sick leave when she next needed to take sick leave her contract ceased.

Ground	Sex discrimination - direct Pregnancy discrimination - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant was employed by respondent company as a senior designer/garment co-ordinator. Complainant went on maternity leave for 4 months and advised respondent she would return to work full-time. Complainant claims respondent told her that her job was being cut to a part-time position after she advised of her pregnancy. While on maternity leave respondent rang complainant and advised her that her position had been made redundant.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Reference provided Financial compensation
Compensation	\$1,500.00
Complaint Summary	Complainant was an apprentice hairdresser with respondent salon. Complainant is fifteen years old. Complainant claims she was sexually harassed by the manager of the salon by way of comments and sexual innuendo. Complainant advised her father who spoke with the owner and the manager apologised. Complainant claims that after this the hairdressers would not train her and she was dismissed.
Ground	Sex discrimination - direct Sex discrimination - indirect
Area	Employment
Terms of Settlement	Private agreement - terms no disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims she has been discriminated against because of her sex in that she has been cut out of Managers meetings, been provided with a lower standard car than male equivalents, has a smaller office and had Golden Wing membership cancelled. Complainant claims another Manager was then promoted over her.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant commenced employment with respondent company as a secretary. Complainant was seventeen years old and was the only female employed by respondent. Complainant claims she was sexually harassed by co-workers and the proprietor. Complainant claims she was asked if a co-worker could "feel her tits" and then exposed his genitals to her twice. Complainant further claims comments from other workers included comments about sex, her personal life and that one worker rubbed his groin against her.
Ground	Sex discrimination - indirect Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$13,500.00
Complaint Summary	Complainant commenced employment with respondent Commonwealth agency in 1989 as a secretary. Complainant in 1999 commenced a role as administrative assistant on a job-share basis with another woman. Complainant claims that when the other woman left she was offered the job on a full-time basis. Complainant claims she declined the offer and was made redundant because no alternate position could be found. Complainant was pregnant at the time.
Ground	Sexual harassment Victimisation
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$10,000.00
Complaint Summary	Complainant was employed at a hotel and claims she was sexually assaulted by the licensee of respondent hotel. Complainant resigned. The complainant provided an affidavit to the owner of the hotel detailing the incident and later heard the licensee had been dismissed because of sexual harassment of other staff. Complainant then asked the owner if she could get a job back but owner said he wouldn't employ those that had made the claims of sexual harassment.

Ground	Sexual harassment
Area	Employment
Terms of Settlement	Apology - private Financial compensation
Compensation	\$1,000.00
Complaint Summary	Complainant claims she was sexually harassed by drivers, who appear to be contractors to company complainant works for. Complainant says one driver said "you can come and eat this " pointing to his groin and another driver said "when she's finished sucking you, she can suck my d--k". Complainant advised her supervisor but no action taken.
Ground	Sexual harassment
Area	Accommodation
Terms of Settlement	Financial compensation
Compensation	\$20,000.00
Complaint Summary	Complainant claims she lived in the respondent's accommodation as part of her husband's job with respondent. Her husband's job was terminated requiring them to leave the house/accommodation. Complainant claims this has happened because she refused respondent's sexual advances.
Ground	Sex discrimination - direct
Area	Employment
Terms of Settlement	Private agreement - terms not disclosed to HREOC
Compensation	
Complaint Summary	Complainant claims that she was sexually harassed by a co-worker during a business trip. Complainant states that respondent came to her hotel room in a drunken state and wanted to have a drink with her. Complainant claims he also persistently tried to ring her on the phone in her hotel room.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$25,000.00
Complaint Summary	Complainant has been employed by respondent company as a sales representative. Complainant claims she has been sexually harassed by her manager and has now resigned. Complainant claims that manager sexually harassed her while on a field trip by comments about being attracted to older women, asked complainant to have a spa with him and that they go `to bed for a cuddle'. Complainant claims respondent later again requested she go to bed with him.

Ground	Pregnancy - direct Pregnancy - indirect
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$1,200.00
Complaint Summary	Complainant commenced employment with respondent company as a receptionist. Soon after complainant requested leave without pay to join her husband on an overseas holiday - this was approved. Complainant later advised respondent she was pregnant and that she would resign towards the end of her pregnancy. Complainant claims the respondent asked her to resign prior to the holiday and that she would be re-employed on her return. Complainant resigned but she later had a miscarriage. Respondent would not reinstate her into her permanent position but paid cash in hand for a number of months until she was given a permanent position again. Shortly after complainant became pregnant again. Complainant took maternity leave but when complainant wanted to return to work she was advised no job available.
Ground	Sexual harassment
Area	Employment
Terms of Settlement	Financial compensation
Compensation	\$18,000.00
Complaint Summary	Complainant has been employed with respondent company as an accounts representative. Complainant claims she has been sexually harassed by manager. Complainant claims that manager sexually harassed her on a field trip and made comments such as "did you rape the data base" and "did you give it to them up the arse". Complainant claims respondent asked her to go to bed with him and then kissed her. Complainant claims this has happened on a number of occasions. Complainant advised respondent she wasn't interested in him but respondent continued harassing her.