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## Employee Relations Case Management database - FY 2024 (1 July 2023 - 30 June 2024)

Purpose - the purpose of the Employee Relations Case Management database is to record formal complaints made by workers of SBS (including Contractors). A complaint may be in a formal written format or made verbally to a Manager, HR Business Partner or other support person (Eg LGBTIQ+ grievance officer) and would include matters such as bullying, harassment and grievances related to performance and expectations of work. For example complaints about facilities at SBS are not included in this database.

| Date Complaint Received | Case # | Worker name (Complainant) | Role | Business Unit | Line Manager | Worker name (Respondent) | Role | Business Unit | Other parties | Type of Complaint | Drop-in-drop-down (select from drop down) | Details of Complaint | HRBP | SBS Assigned Support Officer | Investigator | Jurisdiction | Legal firm if briefed | Legal costs | Outcome | Settlement costs | Status | Date Closed | Days Open | Comments |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1/01/2024 | 2024 | Employee A | Journalist | News and Current Affairs | Manager | Employee B | Executive Producer | News and Current Affairs | Other people named eg Employee C, Witnesses | Bullying | LGBTIQ+ | Employee A alleged that Employee B has made slide remarks in regards to Employee A's sexuality | HR Employee D | HR Employee E | Independent internal or external investigator name | Fair Work Commission | Law Firm Holding Redlich and Partner name | N/A | Investigator was able to substa | N/A | Open | 1/03/2024 | | After Employee A's training session for the Value & Current Affairs team on Lost Hot Houses as well as the consequences of bullying and harassment. This course was assigned as mandatory and all who were unable to complete it in person due to being on the road (Journalist) would be required to complete |
| | *20161 | *If the original complaint escalates to another jurisdiction or another investigation please put details into second line with same case number | | | | | | | | | | | | | | | | | | | | | | |
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