

Gender Equality Tribunal Complaint Form



General information to consider prior to submitting the complaint form:

- A complaint shall be made within six months from the date of the alleged discriminatory acts except that, where a complaint is made after that time, the Tribunal has the discretion to accept the complaint if it is satisfied that the reasons for the delay are reasonable (See Section 33(3) of the Law).
- The prohibition of discrimination in relation to recruitment, selection or employment does not apply to employment in a private household (See Section 4(3) of the Law).
- Nothing in the Gender Equality Law, 2011 affects a provision of any other Law under which discrimination on the grounds referred to in section 3(2) of the Gender Equality Law, 2011 is permitted (See Section 20 of the Law).
- The pressure to discriminate and being threatened with victimization are offences relating to gender discrimination under the Gender Equality Law, 2011. These are not matters for the Gender Equality Tribunal to decide upon but are matters for the Summary Court (See Section 21 and 22 of the Law).
- If the Tribunal finds the complaint frivolous or vexatious, the Tribunal shall notify the complainant and the person against whom the complaint was made and order the complainant to pay the cost incurred by the Tribunal and the person against whom the complaint was made (See Section 35(1)b of the Law).
- When making a complaint on behalf of another person, third parties are required to have the alleged victim's consent (See Section 34(1) of the Law).

A. About You

1. Title: Mr. Mrs. Ms.

2. First Name(s): _____ 3. Surname: _____

4. Date of Birth (dd/mm/yy): _____ 5. Sex: Female Male

6. Current Marital Status: Single Married Married but living separately Divorced
 Widowed

7. Physical Address: _____

8. Mailing Address: _____

9. Contact Number(s): (home) _____ (work) _____
(cell) _____ (fax) _____

10. Email Address: _____

11. What is your preferred method of communication- email, fax or mail? _____

Questions 12-21 are only to be completed if you are making a complaint against your employer.

12. Name of Employer: _____

13. Employer's Address: _____

14. Employer's Contact Person: _____

15. Employer's Contact Numbers: (phone) _____ (fax) _____

16. Employer's Contact Email Address: _____

17. Date Employment Commenced: _____

18. Date Employment Ended (if applicable): _____
19. Position Held: _____
20. Normal Working Hours and Days: _____
21. Average Number of Hours Worked Weekly: _____

B. Who are you making a complaint against?

1. Name/Organization: _____
2. Physical Address: _____
3. Mailing Address: _____
4. Contact Number(s): (home) _____ (work) _____
(cell) _____ (fax) _____
5. Contact Email Address: _____
6. What is this person's/organisation's relationship to you? _____
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7. Is the respondent aware that you are making this complaint about them? Yes No

C. Grounds of discrimination based on the Gender Equality Law (2011)

In accordance with the Gender Equality Law (2011), I am filing a complaint because I believe that I have been discriminated against or treated differently based on the following grounds. Please tick which ever box(es) apply.

- Sex (male or female)
- Marital Status (single; married; married but living separately and apart from one's spouse; divorced; or widowed)
- Pregnancy
- Gender (In the Law, gender is defined as the cultural, economic, social and political characteristics, roles, and opportunities through which women and men are socially constructed and valued)

If you believe that you have been discriminated against or treated differently because of the grounds listed above in section C, please proceed to section D to indicate the nature of your complaint.

D. Nature of complaint based on the Gender Equality Law (2011)

In accordance with the Gender Equality Law (2011), I am filing a complaint because I believe that I have been discriminated against or treated differently in relation to the following. Please tick which ever situation(s) apply.

Discrimination in employment (See Section 4, 11 and 12)

- In relation to the advertisement of a job which promotes discrimination
- In an interview or other arrangement to determine who gets a job
- In determining who was offered employment

- In the terms and conditions in which employment was offered or afforded
- In the creation, classification or abolition of my job
- In the conditions of work or occupational safety and health measures
- In the provision of facilities related to or connected with my employment
- In relation to being denied or having limited access to opportunities for: advancement promotion
 transfer training any other benefits, facilities or services associated with my employment
- In my retrenching or dismissal at my place of employment
- In the selection of a partner in a professional partnership firm
- In relation to my interactions with a qualifying body that is necessary to practice a profession or engage in an occupation
- In relation to the seeking or undergoing training from a technical or vocational training body
- In relation to my experience with an employment agency

Unequal remuneration (See Section 8)

- I have received unequal remuneration compared to the opposite sex when performing work of equal value for my employer.

Sexual harassment (See Section 7)

- I have been sexually harassed in my workplace or in connection with my performance or recruitment for work.

Goods, services or facilities (See Section 13)

- In relation to the provision of-whether for payment or not- goods, services, or facilities.

Other (See Section 4)

- Other disadvantage in the Law (please specify): _____

E. Details of My Complaint

Please provide all the information that you think is relevant to your complaint including details such as date, time, place, who was involved, why you think you were treated unlawfully, what led to this treatment, names of potential witnesses, etc. Continue on separate pages if necessary.

Date (dd/mm/yy): _____ Time: _____ Location: _____

Details: _____

F. Further Information

1. If this complaint is being submitted more than 6 months from when the alleged act occurred, please provide a reason for the delay in submitting this complaint. _____

2. Supporting evidence. Please attach copies of any documents that may support your complaint (for example, letters, pay slips, doctor's certificates or references). If you cannot do this, please tell us about the documents or other evidence and how this evidence can be obtained. _____

3. Has this complaint been reported elsewhere (e.g. Labour Tribunal, Human Rights Commission, Civil Service Appeals Commission, Police Association)? Yes No

If yes, please provide details of this complaint, the agency it was made to, current status and any outcome. Also attach copies of any letters you have received from the agency. _____

4. Have you reported this complaint to your employer or the organization against whom this complaint is being made? Yes No

If yes, has the matter been finalized or have you exhausted all internal remedies? _____

5. Will you have a representative for the complaint? Yes No

If Yes, Name of Representative: _____ Organization: _____

Occupation: _____ Qualification: _____

Mailing Address: _____

Contact Number(s): (home) _____ (work) _____ cell) _____

(fax) _____ Email Address: _____

What is your representative's preferred method of communication- email, fax or mail? _____

I hereby declare that the following account is given truthfully and to the best of my knowledge and recollection. I understand that if it is found that the information is not a truthful account of the facts, the Tribunal may conclude that the complaint was frivolous or vexatious, and there may be cost implications for me. I understand that it is my duty to contact the Secretary of the Gender Equality Tribunal should my or my representative's contact details change.

Signature: _____ Date (dd/mm/yy): _____

Remember to attach copies of all relevant documents and sign and date the form. Completed forms are to be hand delivered, sent by registered mail or emailed to:

The Gender Equality Tribunal

Attn: Gender Equality Tribunal Secretary, Ministry of Community Affairs, Gender and Housing,
Government Administration Building, 71A Elgin Avenue, Grand Cayman KY1-9000, Cayman Islands
Email: get@gov.ky

Confidentiality: The Gender Equality Tribunal maintains confidentiality and information is shared with only those persons who have a legitimate need to know. The Gender Equality Tribunal Members will not discuss individual cases with the public and should not be contacted.