



EMPLOYMENT TRIBUNALS

Claimant: AA

Respondents: (1) R Limited
(2) AB
(3) AC

HELD AT: Manchester **ON:** 27, 28, 29 and 30
November and 1, 4
and 5 December 2017

BEFORE: Employment Judge Horne

MEMBERS: Ms J K Williamson
Mrs S J Ensell

REPRESENTATION:

Claimant: In person
Respondents: Mr C Bourne, counsel

JUDGMENT

1. The claimant was not unfairly dismissed.
2. The tribunal has no jurisdiction to determine the complaint of direct sex discrimination in relation to the events of 24 May 2016, 31 May 2016 and 2 June 2016. The claim was presented after the expiry of the statutory time limit and it is not just and equitable for the time limit to be extended.
3. In any event the respondents did not discriminate against the claimant because of her sex on those occasions, or any of the other alleged occasions.
4. The tribunal has no jurisdiction to determine the complaint of harassment related to sex. The claim was presented after the expiry of the statutory time limit and it is not just and equitable for the time limit to be extended.
5. In any event, the respondents did not harass the claimant in relation to her sex.

6. The first respondent was entitled to dismiss the claimant without giving notice of termination and the claimant's claim for damages for breach of contract therefore fails.
7. The claimant is ordered under rule 75(1)(a) of the Employment Tribunal Rules of Procedure 2013 to pay the sum of £15,445.60 to the first respondent in respect of the respondents' costs.
8. The deposits paid by the claimant shall be paid to the first respondent in part satisfaction of the costs order.

Employment Judge Horne

5 December 2017

SENT TO THE PARTIES ON

6 December 2017

FOR THE TRIBUNAL OFFICE

Note – reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date on which the judgment was sent to the parties.