



## THE EMPLOYMENT TRIBUNALS

at London South Region  
Montague Court, 101 London  
Road, West Croydon CR0 2RF

Between

Mrs V Cumper  
*Claimant (in person)*

and Avon Cosmetics Ltd  
*Respondent (Ms O'Neill –  
Solicitor)*

### PRELIMINARY HEARING ON 5 OCTOBER 2018 JUDGMENT

1. The judgment of the Tribunal is that the Claimant's claims were brought outside the statutory time limit contained in s123(1) Equality Act 2010 (three months) and it is not just and equitable to extend time.
2. The Claimant's claims are therefore dismissed.

**NB: Full reasons were given at the end of the hearing and written reasons will not be provided unless requested in writing within 14 days of the date of this order being sent to the parties.**

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Employment Judge Martin  
5 October 2018