



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Graham  
**Respondent:** Estee Lauder Cosmetics Limited

## PRELIMINARY HEARING

**Heard at:** Carlisle **On:** 11 March, 2019  
**Before:** Employment Judge Nicol

### Representation

**Claimant:** appeared in person  
**Respondent:** Miss A Irvine, solicitor

## JUDGMENT

Upon the application of the respondent and after hearing the parties, it is the Judgment of the Tribunal that the claimant does not have any reasonable prospect of success and her complaints are dismissed.

\_\_\_\_\_  
Employment Judge Nicol

Date 12 March, 2019

JUDGMENT SENT TO THE PARTIES ON

16 March 2019

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FOR THE TRIBUNAL

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.