



EMPLOYMENT TRIBUNALS

Claimant: Mr W Hoch
Respondent: Thor Atkinson Steel Fabrication Limited

HELD AT: Carlisle **ON:** 15 - 18 April 2019
BEFORE: Employment Judge B Hodgson
Mrs C Bowman
Mr C Cunningham

REPRESENTATION

Claimant: Miss L Amartey, Counsel
Respondent: Mr W Lane, Solicitor

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claim of constructive unfair dismissal is well-founded and succeeds
2. The claim of harassment related to race is well-founded and succeeds
3. The claim of harassment related to sexual orientation is well-founded and succeeds

4. The matter is listed for a remedy hearing on 12 August 2019 at Carlisle Combined Court, Earl St, Carlisle CA1 1DJ.

Employment Judge B Hodgson

Date 23 April 2019

JUDGMENT SENT TO THE PARTIES ON

03 May 2019

FOR THE TRIBUNAL OFFICE

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.