



## EMPLOYMENT TRIBUNALS

**Claimant**  
Dr O'Leary

BETWEEN

**Respondent**  
and The Chancellor, Masters and  
Scholars of the University of Oxford

**Public Preliminary Hearing held at**  
**Reading on:** 30 October 2019

**Appearances:**  
**For the Claimant:** In person  
**For the Respondents:** Ms J Danvers, counsel

**Employment Judge:** Vowles

## JUDGMENT

**Made under rule 37 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013**

1. The Tribunal heard submissions and read documents from both parties and determined as follows.
2. Claim number 3312662/2019 is both an abuse of process and a duplication of claim number 3305245/2018. It is unreasonable and has no reasonable prospect of success.
3. Accordingly, claim Number 3312662/2019 is struck out.
4. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.
5. All 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 and Respondent.

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Employment Judge Vowles

Date: 31 October 2019

Sent to the parties on:

6 November 2019

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For the Tribunals Office