



EMPLOYMENT TRIBUNALS

Claimant: Ms I Nichifor
Respondent: Zinc Group Limited
Heard at: Birmingham **On:** 22 January 2020
Before: Employment Judge Hindmarch

Representation
Claimant: In Person
Respondent: Ms J Patel (Trainee Solicitor)

JUDGMENT ON AN OPEN PRELIMINARY HEARING

1. The claim of direct race discrimination is out of time and it would not be just and equitable to extend time and the claim is dismissed.
2. The application to amend the claim to include complaints of harassment and breach of contract is refused.

Employment Judge **Hindmarch**

Date 22 JANUARY 2020