



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Pasicka

**Respondent:** Aspen Healthcare Limited

**Heard at:** London (Central)      **On:** 14, 15 & 16 May 2019; 28 January 2020; 29 January 2020 (in chambers)

**Employment Judge:** Professor A C Neal

**Members:** Ms S L Saggar-Malik  
Ms S Boyce

## Representation

**Claimant:** (Days 1-3) Mr R Leong (Solicitor)  
(Days 4-6) In person

**Respondent:** Mr H Zovidavi (Counsel)

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The Claimant's complaints numbered 1 – 9 were presented out of time and it is not just and equitable to extend time. Her allegations of unlawful discrimination by reference to the protected characteristic of race in those complaints are dismissed. Her allegations of harassment by reference to the protected characteristic of race in complaints 1, 2, 3, 5, 6, 7, 8 and 9 are dismissed. Her allegation of unlawful discrimination by reference to the protected characteristic of sex in complaint 4 is dismissed.
2. The Claimant's allegations of unlawful discrimination by reference to the protected characteristic of race in complaints 10 and 11 are dismissed.
3. The Claimant's allegations of harassment by reference to the protected characteristic of race in complaints 10 and 11 are dismissed.

4. **The Claimant's allegations of victimisation in complaints 10, 11 and 12 are dismissed.**
5. **The Claimant's complaint alleging unfair dismissal was dismissed upon withdrawal by the Claimant at a Preliminary Hearing held on 6 December 2018 before Employment Judge Mason.**

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Employment Judge Neal

Date 30 Jan 2020

JUDGMENT SENT TO THE PARTIES ON

31 Jan 2020

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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.