



EMPLOYMENT TRIBUNALS

Claimant: Mr B Mboma

Respondent: Europcar Group Ltd

Heard at: Southampton, by video

On: 21 July 2020

Before: Employment Judge Dawson

Representation

Claimant: In person

Respondent: Mr Heard, counsel

JUDGMENT

1. The claimant's claims of harassment in respect of acts committed from, or in, August 2018 were presented to the tribunal within such period as it thinks just and equitable.
2. The question of whether or not the alleged harassment that took place prior to August 2018 was part of conduct extending over a period that ended in or after August 2018, will be determined at the final hearing.
3. The applications;
 - a. to strike out the claims on the basis that they have no reasonable prospect of success, and
 - b. for an order that a deposit is paid on the basis that they have little prospect of successare dismissed.

Employment Judge Dawson

Date 21 July 2020

JUDGMENT SENT TO THE PARTIES ON 27 July 2020 by e-mail only

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FOR THE TRIBUNAL OFFICE

Notes

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.

The hearing was conducted by the parties attending by Cloud Video Platform. It was held in public in accordance with the Employment Tribunal Rules. It was conducted in that manner because a face to face hearing was not possible in light of the restrictions required by the coronavirus pandemic and the Government Guidance and it was in accordance with the overriding objective to do so