



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Pierscionek

**Respondent:** Szampion Limited

**Heard at:** Watford

**On:** 28 & 29 September 2020

**Before:** Employment Judge Manley  
Ms L Jaffe  
Mr I Bone

## Representation

Claimant: Mr Yetman, counsel

Respondent: Ms Johns, counsel

## JUDGMENT

- 1 The claimant's sexual harassment claim for an alleged incident in August 2018 was presented out of time and it is not just and equitable to extend time to allow that claim to proceed.
- 2 The claimant's sexual harassment claim for alleged incidents throughout her employment were not presented out of time.
- 3 The claimant has failed to prove facts which show unwanted conduct related to her sex and her claims for sexual harassment fail and are dismissed.
- 4 The claimant was dismissed on 23 December 2018 and it is entitled to damages for failure to give notice.
- 5 The claimant did not receive written particulars of employment within section 1 Employment Rights Act 1996 and it is just and equitable to award 2 weeks' pay for the respondent's failure.
- 6 The respondent is ordered to pay the sum of £438.40 for the failure to give notice.
- 7 The respondent is also ordered to pay £469.80 for the failure to provide written particulars.
- 8 No order for costs is made against the respondent for its late presentation of the response.

\_\_\_\_\_  
Employment Judge Manley

Date 30 September 2020

JUDGMENT SENT TO THE PARTIES ON

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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.