



EMPLOYMENT TRIBUNALS

Claimant

Respondent

MS ANDREA COOK

V

BAE SYSTEMS PLC

**Heard at: Southampton
2020**

On: 26, 27 and 28, October

**Before: Employment Judge Rayner
Mr J Evans
Mr NA knight**

Appearances

For the Claimant: In person

For the Respondent: Mr G Graham, counsel.

Judgment

1. The claimant's claims (numbered 1401647/2019 and 1403830/2019) are dismissed upon withdrawal. The claims dismissed upon withdrawal are as follows:
 - a. That the claimant was subject to a detriment for making protected disclosures contrary to section 47B ERA 1996;
 - b. Unfair constructive dismissal and /or automatic unfair dismissal;
 - c. Direct disability discrimination contrary to section 13 EqA 2010;
 - d. Indirect disability discrimination contrary to section 19 Equality Act 2010;
 - e. Disability related harassment contrary to section 26 Equality Act 2010;
 - f. Discrimination for a reason arising from disability contrary to section 15 Equality Act 2019;
 - g. A failure to make reasonable adjustments contrary to section 20 and 21 Equality Act 2010;
 - h. Direct sex discrimination contrary to section 13 Equality Act 2010;
 - i. harassment related to sex contrary to section 26 Equality Act 2010;
 - j. Victimization contrary to section 27 Equality Act 2010;
 - k. Unpaid wages.
2. The respondents did not enter into a settlement agreement with the claimant.
3. The respondent did not make any application for costs.

Employment Judge Rayner

Southampton

Dated 28 October 2020

Sent to the parties on

20th November 2020

By Mr J McCormick

Notes

Note: online publication of judgments and reasons

The ET is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at:
<https://www.gov.uk/employment-tribunal-decisions>.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness