



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms E Roseman

V

Promo Concepts Limited

**Heard at: London Central
(by Cloud Video Platform)**

**On: 30 November, 1, 2, 3, and 4
December 2020 and 7
December 2020 (for
judgment)**

Before: Employment Judge Joffe
Mr J Carroll
Mr D Schofield

Representation

For the Claimant: In person

For the Respondent: Mr J Gilbert, consultant

JUDGMENT

1. The respondent was in breach of section 26 (2) of the Equality Act 2010 because it subjected the claimant to unwanted conduct of a sexual nature as follows:
 - a) In 2017, Mr Taylor on several occasions miming spanking the claimant with a ruler or his hand, stating 'I wish I could';
 - b) Mr Taylor saying to the claimant on several occasions 'I bet you are into bondage, I can imagine you being a dominatrix';
 - c) On occasions in 2017, Mr Taylor looking the claimant up and down, saying 'you look nice ' or 'that's a nice top' when the claimant was wearing a lowcut top;
 - d) Mr Taylor flirting with other employees when that was unwelcome;
 - e) Mr Taylor suggesting the claimant do a pole dance on stage at a Christmas party in December 2013.
2. The acts of harassment were conduct extending over a period ending some time in 2017.
3. The complaints of harassment were not presented in time but it was just and equitable to extend time under s 123 of the Equality Act 2010.
4. The respondent unfairly constructively dismissed the claimant.
5. The claimant's dismissal was unlawful sex discrimination.
6. The claimant's remaining claims are not well-founded and are dismissed.

Note

Reasons for the judgment were given orally at the hearing. Written reasons have been requested by the claimant and will be provided.

Employment Judge Joffe
London Central Region
07/12/2020

Sent to the parties on:
08/12/2020

For the Tribunals Office