



EMPLOYMENT TRIBUNALS

Claimant: Ms K Patel

1st Respondent: Epam Systems (Switzerland) GMBH

2nd Respondent: Mr R Geissmann

3rd Respondent: Mr G Kiss

4th Respondent: Mr A Singhal

5th Respondent: Mr N Martin

London Central: 15 April 2021

Before: Open Preliminary Hearing before Employment Judge Nicolle via CVP

Judgement

1. The Tribunal does not have jurisdiction to hear the various complaints brought by the Claimant under the above case numbers on the basis that they were not submitted within the required time as provided for by the Equality Act 2010 (the EQA) and nor would it be just and equitable to extend time pursuant to s. 123 of the EQA and further the claims fall outside the Tribunal's territorial jurisdiction.
2. All claims brought by the Claimant against the Respondents are therefore dismissed.
3. Oral reasons were given for the judgement at the hearing.

Public access to employment Tribunal decisions

4. Subject to rule 50 (privacy and restrictions on disclosure), all judgments and written reasons are published online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. Where a judgment is given orally at a hearing, what is published online will only be the judgment and not the reasons, unless a party requests written reasons under rule 62(3), in which case the reasons will also be published.

Case Numbers: 2203093/20 and 2206505/20V

Employment Judge Nicolle

15 April 2021

Sent to the parties on:

16/04/2021

For the Tribunal: