



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C Fox

**Respondent:** The Commissioners of Her Majesty's Revenue and Customs

**Heard at:** Cardiff (by CVP)                      **On:** 26 July – 2 August 2021

**Before:** Employment Judge C Sharp  
Mr A Fryer  
Ms R Hartwell

**Representation:**

Claimant: In person

Respondent: Mr T Wilkinson (Counsel)

## JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal under s.98 Employment Rights Act 1996 is not well-founded and is dismissed;
2. The claimant's claims of harassment related to disability are not well-founded and are dismissed;
3. The claimant's claim of victimisation is not well-founded and is dismissed;
4. The claimant's claims of direct disability discrimination are not well-founded and are dismissed;
5. The claimant's claims for discrimination arising from disability are not well-founded and are dismissed;

6. The claimant's application to extend time for her discrimination claims (where applicable) under s.123 Equality Act 2010 is not successful.

Employment Judge C Sharp

Dated: 2 August 2021

JUDGMENT SENT TO THE PARTIES ON 3 August 2021

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.