



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S. Ali

**Respondent:** Harlech Foodservice Ltd

**HELD BY:** CVP

**ON:** 6<sup>th</sup> – 9<sup>th</sup> April 2021

**BEFORE:** Employment Judge T. Vincent Ryan  
Mrs L. Owen  
Mr. M. Lewis

## REPRESENTATION:

**Claimant:** Mrs Ali represented herself

**Respondent:** Mr. K. Ali, Counsel

# JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant's claims that pre-date 28<sup>th</sup> October 2019 were presented out of time when it would not be just and equitable to extend time to the date of presentation of the claims. The tribunal does not have jurisdiction in respect of them; alternatively they fail in any event and would have been dismissed.
2. The claimant's claims of direct discrimination because of race, religion or belief (s.13 Equality Act 2010 (EqA)) fail and are dismissed.
3. The claimant's claims of harassment related to race, religion or belief (s.26EqA) fail and are dismissed.

Employment Judge T.V. Ryan

Date: 09.04.21

JUDGMENT SENT TO THE PARTIES ON 20 April 2021

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.