



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms W Hrymak

**Respondent:** Mitie Ltd

**Heard at:** Croydon (by cloud video platform)

**On:** 10 to 15 October 2021

**Before:** Employment Judge Nash  
Ms J Saunders  
Mr R Shaw

## Appearances

For the claimant: In person  
For the first respondent: Mr Baran of counsel  
Polish interpreter: Mr Konop

# JUDGMENT

1. The claimant was fairly dismissed under section 98 Employment Rights Act 1996
2. The respondent did not discriminate against the claimant contrary to section 15 Equality Act 2010.
3. The respondent did not indirectly discriminate against the claimant contrary to section 19 Equality Act 2010.
4. The respondent did not discriminate against the claimant by failing to comply with a duty to make reasonable adjustments under section 21 Equality Act 2010.
5. The claimant's deposit of £80 shall be paid to the respondent under rule 39(5)(b) Employment Tribunal Rules of Procedure 2013.
6. The claimant shall pay to the respondent costs of £100 under rule 76 of the 2013 Employment Tribunal Rules of Procedure.

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Employment Judge Nash  
Date 15 October 2021

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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