



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**L**

**v**

**Commissioners for  
Revenue and Customs**

**Heard at:** London Central (by video)

**On:** 16 and 17 August 2021

**Before:** Employment Judge E Burns

## **Representation**

**For the Claimant:** In person

**For the Respondent:** David Mitchell, counsel

## **RESERVED JUDGMENT**

The following allegations are struck out for the reasons given in the Deposit Order made in the same case on the same date:

(1) *That the Respondent passed materials relating to the disciplinary investigation interview (including a recording and transcripts of the hearing) to:*

- i. those transcribing the recording;*
- ii. managers dealing with the disciplinary hearing; and/or*
- iii. solicitors and legal advisers*

*brought as a claim of direct sex discrimination and sex-related harassment and sexual- conduct harassment.*

(2) *That the Respondent refused to allow the Claimant to raise a grievance or complaint of sexual harassment until after the disciplinary process had been concluded brought as an allegation of direct sex discrimination sex-related or sexual conduct harassment by reference to the complaints she raised between 18 November 2018 and 13 May 2019 inclusive.*

**Case Number: 2207848/2020**

**Employment Judge E Burns  
21 January 2022**

Sent to the parties on:

21/01/2022.....

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For the Tribunals Office