



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Kusar  
**Respondent:** Mr J Flynn

## AT A HEARING

**Heard at:** Leeds                      **On:** 16<sup>th</sup> June 2022  
**Before:** Employment Judge Lancaster

### Representation

**Claimant:** In person  
**Respondent:** Response struck out, but attended in person

## CASE MANAGEMENT ORDER

Pursuant to rule 21 (3) of the Employment Tribunals Rules of Procedure 2013, having failed to comply with the Order of 20<sup>th</sup> April 2022 to provide a witness statement, the Respondent is not now permitted to give evidence or to cross-examine the Claimant in these proceedings. He is permitted to make oral representations on the weight of the evidence given by the Claimant in respect of issues as to both liability and remedy.

## JUDGMENT

1. The complaints of sexual harassment on 27<sup>th</sup> January and 23<sup>rd</sup> July 2022, and of victimisation on 29<sup>th</sup> January 2020 are declared to be well-founded.
2. All other complaints are dismissed.
3. The Respondent is ordered to pay to the Claimant compensation for injury to feelings in the total sum of £4,250.00.
4. The Respondent is further ordered to pay interest at the rate of 8 per cent per annum from the date of the last act of harassment to the date of hearing in the sum of £641.80.
5. The total award payable is therefore £4,891.80

EMPLOYMENT JUDGE LANCASTER

DATE 16<sup>th</sup> June 2022

Case: 1804830/2020

JUDGMENT SENT TO THE PARTIES ON  
1 July 2022

Reasons for the judgment having been given orally at the hearing, 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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