



EMPLOYMENT TRIBUNALS

Claimant: Miss Marina Akarepi

Respondent: Dice Quest Limited

Heard at: Southampton (in public) **On:** 12, 13 and 14 July 2022
(By Video Hearing Service)

Before: Employment Judge Halliday

Representation

Claimant: In person

Respondent: Ms Wood, Litigation Consultant

JUDGMENT ON A PRELIMINARY HEARING

1. By consent, the Claimant is an employee of the Respondent within the meaning of section 230 of the Employment Rights Act 1996.
2. By consent, the Claimant is an employee of the Respondent within the meaning of section 83 of the Equality Act 2010.
3. The Claimant had a disability as defined in section 6 of the Equality Act 2010 at the time of the events relied on in the Claimant's claims for direct disability discrimination, discrimination arising from disability, a claim for failure to make reasonable adjustments and harassment.
4. The claimant's claim for unfair dismissal was issued outside the statutory time limit (including early conciliation extension) for such claims under section 111 Employment Rights Act 1996 and it was reasonably practicable for it to have been issued in time. The claim for unfair dismissal is therefore dismissed.
5. The claimant's claims for sex discrimination and disability discrimination were issued outside the statutory time limit (including early conciliation extension) for such claims under section 123 of the Equality Act 2010 (taking into account only the last act of discrimination relied on) and the judgment of the Tribunal is that it is just and equitable to extend time in all

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the circumstances and the claimant's claims for sex and disability can therefore proceed. *Note: For the avoidance of doubt, no decision is made in relation to earlier events relied on and no determination is made as to whether there was conduct extending over a period.*

Employment Judge Halliday
Date: 15 July 2022

JUDGMENT SENT TO THE PARTIES ON
21 July 2022 by Miss J Hopes

FOR THE TRIBUNAL OFFICE

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 or a written request is presented by either party within 14 days of the sending of this written record of the decision.