



EMPLOYMENT TRIBUNALS

BETWEEN: Ms K Miles

and

1. Parallax Agency Ltd
 2. Tracy Carpenter
 3. Mint HR Limited
 4. Mr L Dudley-Bahrani
 5. Mr A Fitch
 6. Mr A McNichol
- Respondents**

Claimant

Heard at: Leeds

On: 28 July 2022

Before: Employment Judge Cox

Representation:

Claimant: Mr Harris, lay representative

First, Fourth, Fifth and Sixth Respondents: Mr Price, counsel

Second and Third Respondents: Ms Carpenter, HR consultant

JUDGMENT AT PRELIMINARY HEARING

1. The claims against the Second and Third Respondents are dismissed on withdrawal by the Claimant.
2. The following claims against the First, Fourth, Fifth and Sixth Respondents are dismissed on withdrawal by the Claimant:
 - 2.1 detriments on the ground of protected disclosure (Section 47B Employment Rights Act 1996)
 - 2.2 discrimination arising from disability (Section 15 Equality Act 2010)

- 2.3 detriments contrary to Regulation 19 Maternity and Parental Leave etc. Regulations 1999
- 2.4 harassment related to disability and harassment related to sex in relation to the Fifth Respondent's comments on 30 August 2021
- 2.5 harassment related to disability in relation to the Fifth Respondent's comments on 27 September 2021
- 2.6 victimisation in relation to the Fifth Respondent's comments on 6 August 2021
- 3. The claims of harassment related to disability and harassment related to sex in relation to the Fourth Respondent's letter of 6 December 2021 are struck out as having no reasonable prospect of success.
- 4. The claims of direct sex and maternity discrimination and the remaining claims of harassment related to sex are dismissed as having been brought out of time and not within another just and equitable period.

Employment Judge Cox

Date: 28 July 2022

Note: Reasons for paragraphs 3 and 4 of this Judgment having been given orally at the Preliminary Hearing, written reasons will be provided only if requested by either party in writing within 14 days of this Judgment being sent to the parties.