



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S E Hass

**Respondents:** B. Print & Display Limited (First Respondent)  
Robert D Rutherford (Second Respondent)

**Heard at:** Newcastle      **On:** 5 and 6 September 2022

**Before:** Employment Judge S Shore  
NLM – Mrs C E Hunter  
NLM – Mr P Curtis

## Appearances

For the claimant: In person  
For the respondent: Mr A Williams, Solicitor

## JUDGMENT

The unanimous decision of the Tribunal is that:

### Liability

1. The claimant's claims of direct discrimination because of the protected characteristic of sex (contrary to section 13 of the Equality Act 2010) fail.
2. The claimant's claims of harassment related to the protected characteristic of sex (contrary to section 26(1) of the Equality Act 2010) fail.
3. The claimant's claims of harassment of a sexual nature (contrary to section 26(2) of the Equality Act 2010) are determined as follows
  - 3.1. The claim arising from the first part of the incident on 17 June 2021 succeeds.
  - 3.2. The claim arising from the second part of the incident on 17 June 2021 succeeds.
  - 3.3. The claim arising from the incident in or around the last week of May 2021 fails.

**Remedy**

4. For the two acts of harassment of a sexual nature, we award the claimant the sum of £7,000.00 for injury to feelings.
5. For the two acts of harassment of a sexual nature, we award the claimant the sum of £200.00 for personal injury.
6. There have been 447 days from the date of the acts (17 June 2021) to the date of this hearing (6 September 2022).
7. We award the claimant interest of 8% on the award of £7,000.00 for injury to feelings for a period of 447 days - £685.80.
8. We award the claimant interest of 8% on the award of £200.00 for personal injury for a period of 447 days - £19.59.
9. The total payable by the respondents to the claimant is **£7,905.39**.

Employment Judge Shore  
6 September 2022

**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.**

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