



EMPLOYMENT TRIBUNALS

Claimant

Respondents

X

v

Volkerrail Limited (1)

Z (2)

PUBLIC HEARING

Heard: In Leeds

On: 1 – 14 November 2021

By CVP

15 November 2021

Before:

Employment Judge JM Wade

Ms JL Hiser

Mr M Brewer

Representation:

Claimant: Mr J Horan

Respondent: Ms A Niaz-Dickinson

JUDGMENT

- 1 The claimant's complaints against the second respondent are dismissed, having been presented out of time.
- 2 The claimant's allegations of harassment by the first respondent during the grievance and appeal process succeed.
- 3 The claimant's allegation of victimisation (that by email at 16.40 on 10 August 2020 it refused to accept the claimant's formal withdrawal of her notice of resignation) succeeds.
- 4 All other Equality Act complaints against the first respondent are dismissed.

Employment Judge JM Wade

15 November 2021