



EMPLOYMENT TRIBUNALS

Claimant: Ms Ewelina Butkiewicz

Respondent: CAD Services Ltd t/a Facilities by ADF

Heard at: Cardiff (by CVP) On: 21, 24, 25, 26, 27 and 28
October 2022

Before: Employment Judge R Brace
Members: Ms A Burge and Mr P Pendle

Representation:
Claimant: In person and her husband, Mr K Butkiewicz (with interpreter
(Ms A Piwonska))
Respondent: Mr A George (Solicitor)

JUDGMENT

By consent the name of the Respondent is amended to CAD Services Ltd t/a Facilities by ADF

It is the unanimous decision of the Employment Tribunal that:

1. The Claimant did not make a, or any, disclosures that qualified for protection under s.43B Employment Rights Act 1996;
2. The Claimant did not take action capable of protection under s.44 and/or s.100 Employment Rights Act 1996;
3. The complaints of automatic unfair dismissal under s.100 and/or 103A Employment Rights Act 1996 are not well-founded and are dismissed;
4. The detriment complaints brought under s.48 Employment Rights Act 1996 are not well founded and are dismissed;
5. The complaints of harassment related to sex (s.26 Equality Act 2010) and, in the alternative, direct sex discrimination (s.13 Equality Act 2010) are not well founded and are dismissed;
6. The complaints of discrimination arising from disability (s.15 Equality Act 2010) and of failure to comply with the duty to make reasonable adjustments (s.20/21 Equality Act 2010) are not well founded and are dismissed.

Employment Judge R Brace

Dated: 28 October 2022

JUDGMENT SENT TO THE PARTIES ON 1 November 2022

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.