



EMPLOYMENT TRIBUNALS

Claimant: Ms O R Richards

Respondent: Bidvest Noonan (UK) Limited

Heard at: London Central Employment Tribunal
On: 12th-20th July 2022

Before: EJ Singh
Mr A Adolphus
Mr R Pell

Representation
Claimant: In person
Respondent: Mr L Godfrey (of Counsel)

JUDGMENT

1. The Claimant's claims for Whistleblowing Detriment, Automatic Unfair Dismissal (s103A), Unfair Dismissal, Sexual Harassment, Discrimination Arising from Disability and Failure to Make Reasonable Adjustments were unsuccessful.
2. The Claimant's for Holiday Pay and Unlawful Deduction from Wages were withdrawn.
3. The Claimant's claims for Sex and Race Harassment were unsuccessful, save for the claim in relation to the incident on the 26th April 2022, which succeeded.
4. The Claimant was awarded **£2,000** in respect of Injury to Feelings for that claim.
5. Both parties' applications for costs were not successful.

Employment Judge **Singh**

_____20th July 2023_____

Date

JUDGMENT & REASONS SENT TO THE PARTIES ON

06/09/2023

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.*