



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms L Guerin

**Respondent:** Vibrant Energy Matters Ltd

**HELD AT/BY:** Wrexham by CVP                      **on:** 11-12 September 2023

**BEFORE:** Employment Judge T. Vincent Ryan  
Ms A Fine  
Mr DG Howells

## REPRESENTATION:

**Claimant:** Ms R.M. White, Counsel

**Respondent:** Mr P Morris, Counsel

# LIABILITY JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant was harassed by the respondent on 10 October 2022 in relation to the protected characteristic of sex; her claim of harassment (s.26 Equality Act 2010) is well-founded and succeeds.
2. The claimant did protected acts alleging sex discrimination by way of her emails to the respondent of 15 November 2022 timed at 10:45 and 14:31.
3. The claimant was victimised by the respondent, and her claim of victimisation (s.27 Equality Act 20210) is well-founded and succeeds, where the detriments to which she was subjected were:
  - 3.1. Forwarding her said emails to the person who harassed her on 10 October 2022 (“the perpetrator”);
  - 3.2. The perpetrator telephoning the claimant in response to the said emails;
  - 3.3. Terminating the claimant’s employment on 18 November 2022.
4. Following delivery of an oral judgment there was insufficient time for consideration of Remedy. The parties are to confirm to the Tribunal by 26 September 2023 whether a Remedy Hearing will be required, and, if it is, they are

to propose a preparatory timetable and provide their unavailable dates for a 1-day Remedy Hearing by CVP in the period 1 November 2023 – 31<sup>st</sup> March 2024.

Employment Judge T.V. Ryan

Date: 13 September 2023

JUDGMENT SENT TO THE PARTIES ON 13 September 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made; Judge Ryan confirmed that it was not his practice to issue Reasons save where judgment is reserved or a formal request is made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.