



EMPLOYMENT TRIBUNALS

Claimant: Ms Linda Ofosuah
Répondent: NHS North Central London ICB

Heard at: Watford Employment Tribunal
On: 1, 2, 3 and 17 August 2023.

Before: Employment Judge Shrimplin
Members: Mr Williams
Ms Omer

Representation

Claimant: Litigant in person,
Respondent: Ms O'Halloran (counsel)

JUDGMENT

1. For the reasons given in oral judgment at Watford Tribunal on 17th August 2023, the Tribunal find that the claimant was the subject of sexual harassment as defined under s26 Equality Act 2010 between 23rd December 2020 and 17th February 2020.
2. The claim of direct discrimination under s13 Equality Act 2010 based on the same allegations is dismissed.
3. The Tribunal find that the respondent had taken all reasonable steps to prevent the harassment and that the statutory defence under s109 Equality Act 2010 applied. The respondent was not therefore responsible for the unwanted conduct of its employee.
4. The claim of harassment under s13 Equality Act 2010 is therefore dismissed.

Employment Judge K A Shrimplin

Date: 4/9/2023

Sent to the parties on: 25/9/2023

N Gotecha
For the Tribunal Office