



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss C Smith

**Respondent:** Cambabest Limited

**Heard at:** by CVP **On:** 24 January 2024

**Before:** Employment Judge Britton

Members: Mr C Ledbury and Ms R Addison

## Appearances

For the claimant: In person

For the respondent: Represented by Mr R Downey (Counsel)

## JUDGMENT

The unanimous Judgment of the Tribunal is:

1. The complaint of harassment arising out of an incident that occurred on 24 November 2021 was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.
2. The complaint of direct discrimination based upon an allegation that the Respondent failed to treat seriously and/or deal appropriately with the Claimant's complaint of harassment is not well founded and is dismissed.
3. The complaint of constructive dismissal based upon harassment related to race is not well-founded and is dismissed.

Employment Judge S M Britton

24 January 2024