



EMPLOYMENT TRIBUNALS

Claimant: Ms M Lim

Respondent: Mr N Duraj, t/a Giorgio's Coffee House

Heard at: Croydon (via CVP) **On:** 3 May 2024

Before: Employment Judge Leith
Ms J Cook
Ms C Oldfield

Representation

Claimant: In person

Respondent: In person

JUDGMENT

1. The name of the Respondent is amended by agreement to Mr N Duraj trading as Giorgio's Coffee House
2. Allegations 3.1.4 (in part) and 3.1.6 of the complaint of pregnancy and maternity discrimination succeed.
3. The remaining allegations of pregnancy and maternity discrimination fail and are dismissed.
4. Allegations 4.1.4 (in part), 4.1.6 and 4.1.7 (in part) of the complaint of harassment related to sex succeed.
5. The remaining allegations of harassment related to sex fail and are dismissed.
6. The complaint of (automatically) unfair dismissal fails and is dismissed.
7. The complaint of failure to provide a written statement of reasons for dismissal succeeds.
8. The complaint of failure to provide a statement of particulars of employment succeeds.
9. The Respondent must pay the Claimant the sum of **£2,738.30**, made up as follows:

Case No: 2301802/2023

- a. Injury to feelings (in respect of the complaints of pregnancy and maternity discrimination and harassment related to sex) - £2,000.
- b. Interest on the award of injury to feelings (calculated at 8% from 22 December 2022 to 3 May 2024) - £218.30.
- c. Failure to provide a written statement of reasons for dismissal (two weeks' pay at £130 per week) - £260.
- d. Failure to provide a written statement of particulars of employment (two weeks' pay at £130 per week) - £260.

Employment Judge Leith

Date: 3 May 2024