



**EMPLOYMENT TRIBUNALS**

**Claimant:** *Ms D Mills- Acquah*

**Respondent:** *Queen Charlotte's Chelsea Hospital*

**AND**

CGS-CIMB Securities (UK) Ltd

**OPEN PRELIMINARY HEARING**

**Heard by CVP**

**On: 9 May 2024**

**Before:** Employment Judge Nicolle

**Representation**

**For the Claimant:** in-person

**For the Respondent:** Mr A Shallum of Counsel

**JUDGMENT**

1. The Tribunal does not have jurisdiction to hear the claims of direct race discrimination pursuant to section 13 of the Equality Act 2010 (the EQA) and harassment related to race pursuant to S 26 of the EQA as the claim was not submitted within the time period provided for by section 123 (1) (a) and nor would it be appropriate for the Tribunal to exercise its discretion on the grounds that it would be just and equitable to do so, pursuant to S123 (1) (b) of the EQA.

**REASONS**

2. Oral reasons were given to the parties but either party can request the written reasons within 14 days of this judgment being sent to them.

Employment Judge Nicolle

**Dated: 9 May 2024**

Sent to the parties on:

24 May 2024

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For the Tribunal Office