



EMPLOYMENT TRIBUNALS

Claimant: MR SANDOR KIPA

Respondent: TIKTOK INFORMATION TECHNOLOGIES UK LIMITED

Heard at: by CVP from the Central London Tribunal **On:** 5 July 2024

Before: Employment Judge Woodhead

Appearances

For the Claimant: in person

For the Respondent: Mr A Smith (Counsel)

JUDGMENT

1. The complaints of sexual orientation harassment under Section 26 of the Equality Act 2010 as regards things said to have been done on (i) 18 April 2021 (which came to the Claimant's attention on 7 July 2021) and (ii) 19 September 2022 were not presented within the applicable time limit. It is not just and equitable to extend the time limit and those complaints are dismissed. Other complaints that form part of the Claim are not dismissed.

Employment Judge Woodhead

Date 5 July 2024

Sent to the parties on:

11 July 2024

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For the Tribunals Office