

# EMPLOYMENT TRIBUNALS

**Claimant:** Ms E O'Driscoll

**Respondent:** (1) Zelo Digital Recruitment Limited; and

(2) Mr Gregory Mark

**Heard at:** London Central Employment  
Tribunal

**On:** 2,3,4,5,6,9,10,11,12,  
and 13 September 2024

**Before:** Employment Judge Forde  
Mr. L Smith  
Mr. R Baber

## REPRESENTATION:

**Claimant:** In person

**Respondents:** Mr. G Mark represented the first respondent and appeared on his own behalf in person.

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

### Harassment

1. The following complaints of harassment related to sex are well-founded and succeed:
  - a. That on 29/7/22 the Second Respondent circulated a photograph on work WhatsApp group of another woman which was harassing to the Claimant.
  - b. That on 5/12/22 a photograph was shown to the claimant and her work colleagues that had been adulterated and superimposed the images of a number of the First Respondent's employees, including the Claimant, onto the bodies of a number of scantily clad women.

- c. That the Second Respondent slapped the claimant across her buttocks at the place and time alleged by the claimant in the claim.
2. The remaining complaints of harassment related to sex are not well-founded and are dismissed.

**Victimisation**

3. The complaints of victimisation are not well-founded and are dismissed.
4. The respondent shall pay the claimant the following sums:
- a. Compensation for past financial losses: **£1,878.80;**
  - b. Compensation for injury to feelings: **£17,000;**
  - c. Compensation for loss of statutory rights **£500.**

**Employment Judge Forde  
13 September 2024**

Judgment sent to the parties on:  
20 September 2024

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For the Tribunal:  
  
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