



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Byczek

Respondent: Sports Direct.com Retail Limited

Heard at: Nottingham (via CvP)

On: 14 January 2025

Before: Employment Judge McTigue

Representation

Claimant: Mr M Byczek, the claimant's son

Respondent: Ms M Stanley of Counsel

JUDGMENT

1. The complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.
2. The complaints of race discrimination and disability discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.
3. As all complaints are out of time, the entirety of the claim is dismissed.

Employment Judge McTigue

Date: 14 January 2025

JUDGMENT SENT TO THE PARTIES ON

....14 January 2025.....

.....

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>