



EMPLOYMENT TRIBUNALS

Claimant: Ms F Assad

Respondent: Access Skills Limited

Heard at: Midlands West

On: 18, 19, 20, 21 and 22 November 2024

Before: Employment Judge Faulkner
Mrs S Bannister
Miss S Outwin

Representation:

Claimant	-	In person
Respondent	-	Mr N Crawford (Chief Executive Officer) and Ms D Lewis (Chief Operating Officer)

JUDGMENT

1. The Respondent did not contravene section 39 of the Equality Act 2010 by discriminating against the Claimant because of her sex in:

1.1. The conduct of Mr K Singh on 3 March 2023 or in May 2023.

1.2. The conduct of Mr J Daley on any of 11 May, 23 May, 12 June, 26 June and 17 July 2023.

2. The Claimant did a protected act in presenting her grievance on 25 July 2023, but the Respondent did not contravene section 39 of the Equality Act 2010 by victimising the Claimant in the conduct of Ms D Lewis on 28 July 2023.

3. The Respondent did not contravene section 40 of the Equality Act 2010 by harassing the Claimant related to sex in:

3.1. The conduct of Mr K Singh on 24 February 2023 or 3 March 2023, or in May 2023.

- 3.2. The conduct of Mr J Daley on either of 16 March 2023 or 21 July 2023.
4. The Claimant's complaints are therefore dismissed in their entirety.

Signed by: Employment Judge Faulkner

Signed on: 22 November 2024

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.

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