



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs M Maher

**Respondent:** University of Hertfordshire

**Heard at:** Watford Tribunal **On:** 21,22,23,24,25,28,  
29,30,31 July 2025

**Before:** Employment Judge Cowen  
Mrs A Brown  
Mrs A Brosnan

## Representation

**Claimant:** Ms Carozzi (Friend)  
**Respondent:** Mr Lawrence (counsel)

# JUDGMENT

For the reasons given in an oral judgment at the hearing;

1. Claims 2.1.1 to 2.1.5 (direct discrimination) and 3.2 to 3.6 (harassment) in the list of issues are out of time and the Tribunal has no jurisdiction to hear them.
2. All the remaining claims of direct race discrimination and harassment are dismissed.

Approved by:

Employment Judge Cowen  
On 31 July 2025

JUDGMENT SENT TO THE PARTIES ON

9 September 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)