



Claimant: Ms A Stichova

Respondent: Hwa Seob Lee (Charles Lee)

OPEN PRELIMINARY HEARING

Heard by CVP on 2 October 2025

Before: Employment Judge Nicolle

Representation:

For the Claimant: in-person by telephone from Greece.

For the Respondent: Ms B Odey, solicitor.

JUDGMENT

1. The Tribunal does not have jurisdiction to hear the claim of age, sex and sexual orientation discrimination pursuant to the Equality Act 2010 (the EQA) as the claim was not submitted within the time period provided for by section 123 (1) (a), and nor would it be appropriate for the Tribunal to exercise its discretion on the grounds that it would be just and equitable to do so, pursuant to S123 (1) (b) of the EQA.
2. Whilst the Respondent contended, in the alternative, that those claims which were out of time also had no reasonable prospect of success pursuant to Rule 38 (1) (a) of the Employment Tribunal Procedure Rules 2024 (the Rules) it is unnecessary to strike out those claims which were out of time and in respect of which the Tribunal does not have jurisdiction. However, in the alternative to the absence of jurisdiction the claim would have been struck out on the grounds that it had no reasonable prospect of success.
3. Oral reasons were given to the parties. Either party may request written reasons within 14 days of this judgment being sent to them.

Employment Judge Nicolle

2 October 2025

Sent to the parties on:

7 October 2025

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For the Tribunal:

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