



EMPLOYMENT TRIBUNALS

On: 13 October 2025 to 20 October 2025 (6 days)

Claimant: ALICJA RYS

Respondents HUMANKIND CHARITY 1ST RESPONDENT
STEPHEN TERRY 2ND RESPONDENT
MATT MCGUIGAN 3RD RESPONDENT
DANNY HECKMAN 7TH RESPONDENT

Heard at: Watford (Hybrid and CVP video link)

Before: Employment Judge Skehan
Ms Laurence Doig and
Dr Von Maydell-Koch

Appearances

For the Claimant: In person

For the Respondent: Mr Pickett, counsel.

JUDGMENT

- 1) The claimant's claims for direct race discrimination, harassment related to race, and victimisation are not well founded and dismissed in their entirety.

Approved by:
Employment Judge Skehan
20 October 2025

Judgment sent to the parties on:
4 November 2025

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For the Tribunal:

Note:

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions: Judgments (apart from judgments under rule 51) 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.