



EMPLOYMENT TRIBUNALS

Claimant: K

Respondent: C

Heard at: Manchester (in private)

On: 29 June - 3 July, 6
and 7 July 2026

Before: Employment Judge Cookson

REPRESENTATION:

Claimant: In Person

Respondent: Ms Rebecca Jones (Counsel)

JUDGMENT

1. The claimant was subject to sexual harassment contrary to s26(2) of the Equality Act 2010 but the complaint was not presented within the applicable time limit. It is not just and equitable to extend the time limit and the complaint is therefore dismissed.
2. The complaint of harassment related to sex is not well-founded is dismissed
3. The complaint of victimisation is not well-founded and is dismissed.
4. The claimant was not dismissed for the purposes of s95(1) (c) of the Employment Rights Act 1996 and accordingly the complaint of unfair dismissal is not well-founded.

Approved by:

Employment Judge Cookson

7 July 2026

Judgment sent to the parties on:

24 August 2026

For the Tribunal:

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Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

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

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/