



EMPLOYMENT TRIBUNALS

Claimant
X

v

Respondent
Ministry of Defence

Heard at: **Bristol**

On: 24, 25, 26 & 27 August 2026

Before: **Employment Judge C H O'Rourke**
 Ms C Monaghan
 Ms J Cusack

Appearances:

For the Claimant: **Mr P Ward - counsel**
For the Respondent: **Mr S Margo - counsel**

JUDGMENT

1. The Respondent victimised the Claimant by Y's bringing of his counter-allegations.
2. The Claimant's claims of sexual harassment and other allegations of victimisation fail and are dismissed.
3. The Respondent did not breach the ACAS Code on Disciplinary and Grievance Procedures.
4. A remedy hearing will be listed in due course.

Employment Judge O'Rourke
Dated 27 August 2026

Judgment sent to the parties on:
17th September 2026

Simon Fraser
For the Tribunal

Note - 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.