



EMPLOYMENT TRIBUNALS

Claimant: Ms H Lu

Respondent: University of Salford

PRELIMINARY HEARING

Heard at: Manchester

On: 9 December 2020

Before: Employment Judge Batten

REPRESENTATION:

Claimant: In person

Respondent: Ms L Quigley, Counsel

JUDGMENT ON A PRELIMINARY HEARING

Upon hearing from the claimant and from Counsel for the respondent, the judgment of the Tribunal is that: -

1. the claimant's complaints of race and sex discrimination (proceedings number 2416687/2019) are dismissed because they were not presented to the Tribunal in accordance with the provisions of section 123 of the Equality Act 2020 and the Tribunal does not consider that it would be just and equitable to extend time;
2. the claimant's complaint of constructive unfair dismissal (brought as proceedings number 2415419/2020) was not presented to the Tribunal in accordance with the provisions of section 111 of the Employment Rights Act 1996 in circumstances where the Tribunal was satisfied that it was reasonably practicable to present the claim before the end of the period of 3 months. Accordingly, the claim is dismissed; and

3. the claimant's application to amend her claim to include a claim of constructive unfair dismissal is refused.

Employment Judge Batten
Date: 9 December 2020

JUDGMENT SENT TO THE PARTIES ON
29 December 2020

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments 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.