



EMPLOYMENT TRIBUNALS

Claimant: Mr S Beltsos

Respondent: Gilead Sciences Ltd (1)
Mr T Whitehead (2)

Heard at: London Central in person

On: 18 to 28 September 2023

Before: Employment Judge Nash
Mr D Clay
Mr P Lewis

Representation

Claimant: Ms Mankow of counsel

First Respondent: Mr Wilson of counsel

Second Respondent: In person

JUDGMENT

1. The claim against the first and second respondents for harassment contrary to section 26 Equality Act 2010 succeeds.
2. The claim against the first respondent for victimisation contrary to section 27 Equality Act 2010 fails.
3. In respect of remedy, and the parties reserving their positions as to the liability judgment, the first respondent shall pay to the claimant by consent the sums of :-
 - a. £29,600 (being an award in respect of injury to feelings arising during employment); and
 - b. £5,400 (being an award in respect of loss of earnings).
4. Accordingly, the total payable by the first respondent to the claimant under this judgment is £35,000.
5. There are no additional sums payable.

6. There are no sums payable by the second respondent to the claimant.

Employment Judge Nash

Date 28 September 2023

JUDGMENT SENT TO THE PARTIES ON

28/09/2023

FOR THE TRIBUNAL OFFICE

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