



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms K Zima

**Respondent:** Co-operative Group Ltd

**Heard at:** Birmingham Employment Tribunal Via CVP  
**On:** 27 January 2023

**Before:** Employment Judge Noons

## **Representation**

Claimant: in person

Respondent: Ms Laxton (Counsel)

# JUDGMENT

It is the Judgment of the Employment Tribunal that:

1. The claimant's complaints in relation to discrimination on grounds of marital status are dismissed upon withdrawal.
2. The claimant's complaints of discrimination on grounds of religion or belief are struck out.
3. The claimant's complaints of direct race discrimination in relation to complaints regarding difference in treatment between herself and Mrs A Jozwiak and Mr A Jozwiak are struck out.
4. The claimant's application to amend her claim to include a complaint of victimisation is allowed.
5. In allowing the amendment application it is just and equitable to extend time limit in which the claimant could bring the victimisation complaint.

**Employment Judge Noons**

**Date 27 January 2023**

## Notes

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.

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