



EMPLOYMENT TRIBUNALS

Claimant: Ms C Pislaru
Respondent: University of Huddersfield
Heard at: Leeds On: 25th, 26th, 27th and 28th April 2017
Before: Employment Judge Lancaster
Members: Mr DC Dowse
Ms J Noble

Representation

Claimant: Ms R Mellor, counsel
Respondent: Mr P Wilson, counsel

JUDGMENT

1. The Claimant was unfairly dismissed.
2. The Claimant's conduct contributed to her dismissal and it would be just and equitable to reduce the amount of any basic and/or compensatory award that may be awarded by 75 per cent.
2. The claim of victimisation succeeds: the Respondent does not show that the doing of the protected act was in no sense whatsoever a material factor in the decision to dismiss
3. The claim of direct race discrimination is dismissed.
4. The determination of remedy is adjourned to a 1 day hearing on 22nd June 2017. Further directions follow.

Note

Reasons for the judgment have been given orally at the hearing. Written reasons will however be provided on the request of the Claimant made at the hearing.

ORDER

1. The Claimant shall provide an up-dated schedule of loss and/or statement of the remedy sought by no later than 18th May 2017.
2. Any additional documents or witness statements relevant to the remedy issues and to be relied upon by either party will be disclosed by no later than 9th June 2017.

Case: 1801719/2016

Employment Judge Lancaster

Date: 28 April 2017