



## EMPLOYMENT TRIBUNALS

Jagoda Benislawska

XPO Supply Chain Limited

Claimant

Respondent

v

## PRELIMINARY HEARING

Heard at: Bedford

On: 31 March 2017

Before: Employment Judge Brown

For the Claimant: Ms M Wisniewska, representative

For the Respondent: Ms P Whelan, consultant

## JUDGMENT

1. The claimant's complaint of pregnancy discrimination was presented after the expiry of the ordinary time limit and it is not just and equitable to extend time.
2. The complaints of unfair dismissal and breach of contract were presented after the period of three months beginning with effective date of termination; it was reasonably practicable for the complaints to have been presented before the end of that period of three months, and the complaints were not in any event presented within a reasonable further period thereafter.
3. Therefore, the Tribunal has no jurisdiction to consider each of the claimant's complaints, and they are dismissed.

*Reasons for the judgment having been given orally at the hearing, and no request for written reasons having been made at the hearing, written reasons will not be provided unless 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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Employment Judge Brown

Date: 04 April 2017

JUDGMENT to the PARTIES ON

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FOR THE TRIBUNAL OFFICE