



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss E Davies

**Respondent:** CBRE Managed Services Ltd

**Heard at:** Liverpool **On:** 20 November 2020

**Before:** Employment Judge Horne

## **Representatives**

For the claimant: In person

For the respondent: Ms L Gould, counsel

## **JUDGMENT AT A PRELIMINARY HEARING**

1. The tribunal has jurisdiction to consider at least one complaint of direct sex discrimination and harassment. Although the claim was presented after the expiry of the statutory time limit for those complaints, it is just and equitable for the time limit to be extended from the date of the final alleged act of discrimination and harassment until the time the claim was actually presented.

(The tribunal did not determine whether or not it had jurisdiction to consider any earlier alleged act of discrimination or harassment. That question will be determined at the final hearing.)

2. The tribunal has no jurisdiction to consider the complaint of unfair constructive dismissal. The claim was presented after the expiry of the statutory time limit and it was reasonably practicable for the claimant to have presented the claim before the time limit expired.

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Employment Judge Horne

26 November 2020

JUDGMENT SENT TO THE PARTIES ON

22 December 2020

FOR THE TRIBUNAL OFFICE

**Notes:**

- (1) The hearing code "V" in the heading to this order indicates that the hearing took place on a remote video platform.
- (2) Written reasons were requested orally at the hearing. They will follow in due course and will be displayed on the tribunal's online Register of Judgments.