



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr S Leiper

**v West Hertfordshire Hospitals NHS Trust (1)
Mr Neil Zosas (2)**

Heard at: Amersham

On: 26-28 March 2019

Before: Employment Judge Smail

Appearances

For the Claimant: Mr P Ward (Counsel)
First Respondent: Ms H Patterson (Counsel)
For the Respondent: Mr Ahmed (Lay rep)

JUDGMENT

1. The Claimant was subject to sexual orientation harassment by the Second Respondent and one other employee of the First Respondent.
2. The First Respondent is vicariously liable for the harassment committed by its employees aforesaid.
3. Compensation is divided between the Respondents as follows:
 - (a) The First Respondent must pay the Claimant £2,600 within 21 days.
 - (b) The Second Respondent must pay the Claimant £2,400 payable at £200 per month, first payment due by 1 May 2019 and the subsequent 11 payments at £200 payable by the 1st of each subsequent month. If the Second Respondent defaults on any 1 instalment, the Second Respondent becomes immediately liable for the totality of the unpaid balance of the £2,400.

If any parties requires written reasons, that party must request written reasons within 14 days of the date this judgment is sent to the parties.

Employment Judge Smail

Date:12/04/2019.....

Sent to the parties on:

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For the Tribunal Office