



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Chenia

**Respondent:** Unilever UK Ltd

**Heard at:** Southampton (by video) **On:** 21 August 2020

**Before:** Employment Judge Reed

## **Representation**

Claimant: Ms A Johns, counsel

Respondent: Mr S Butler, counsel

# JUDGMENT

The judgment of the tribunal is that

- 1 The claimant's claims of unfair and wrongful dismissal were not presented to the tribunal "in time".
- 2 It was reasonably practicable for them to have been so presented and accordingly they are dismissed
- 3 The claimant's claims of discrimination were not presented to the tribunal "in time" and it is not just and equitable that they should proceed.

Employment Judge Reed

Date: 21 August 2020

Judgment sent to parties: 14 September 2020

FOR THE TRIBUNAL OFFICE

## Note

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.