



# EQUALITY ACT 2010

Employee successful in her claim for **direct sex discrimination** following the conduct of her employer.

## AT A GLANCE

### RELEVANT LAW

The claimant claimed that she was the subject of discrimination on the grounds of her sex as per s.11 of the Equality Act 2010 ('the EA (2010)') specifically:

- (i) direct discrimination (EA (2010) s.13); and/or
- (ii) harassment (EA (2010) s.26)



"I am delighted to have supported this client on behalf of the firm.

She is now able to move on with her life, with the support of her husband."

### WILL BAIRD

Employment & HR Associate Solicitor

## CASE BACKGROUND

Our client contacted us because she believed that she was being discriminated against under the Equality Act 2010 through direct harassment and discriminatory behaviour.

Our client experienced behaviour from her direct line manager that included comments about her appearance, sexual inferences, physical contact and direct suggestions of an intimate nature from the same line manager whilst on a business trip. All of this made our client extremely uncomfortable and she left her post after just a few weeks.

Employment Law specialist Will Baird supported the client in bringing a case of discrimination in the workplace against her previous employer.

## HOW WE ACTED

We advised our client on the merits of her case and prepared pleadings which were issued to the court.

Our case alleged that her line manager had, in relation to her sex, harassed her by engaging in unwanted conduct and that she experienced behaviour that she considered violated her dignity.

For our client, this created an intimidating and hostile working environment.

## THE OUTCOME

We attended hearings to represent our client and successfully secured an in-court five-figure settlement. This was 80% of the expected award should matters have gone to trial.