

## Timeline of Key Events (Global) – Prof. Kostakopoulou

February 24, 2020

**ET Delay**

**First claim filed at Birmingham ET**

Victimisation claim not served to all respondents until July 23 (5 months delay)

August 4, 2020

**ET**

**Second claim filed with urgent interim relief request**

By law, interim relief hearings must be arranged within weeks, not months

November 3, 2020

**ET Delay Procedural Issue**

**Delayed interim relief hearing held in absentia**

Three months after filing, in breach of statutory notice period, without claimant's documents

December 30, 2020

**ET Delay**

**Application for reconsideration of interim relief**

Despite urgency, no response until August 1, 2021 (7 months later)

April 1, 2021

**ET Delay Procedural Issue**

**Preliminary hearing cancelled with no notice**

Less than 24 hours before scheduled time with no reasons provided

March 24, 2022

**EAT Delay**

**Appeal to EAT raising human rights violations**

EAT dismissed appeal, Court of Appeal refused leave without addressing grounds

July 21, 2022

**ET Delay**

**Preliminary hearing #4**

Final merits hearing set for one year later (July 24, 2023)

July 22, 2022

**ET Delay Procedural Issue**

**Application for critical witness orders**

Including two key student witnesses, not decided until February 27, 2023 (7 months) then refused

**September 27, 2022**

**ET Delay Procedural Issue**

### **Judge falsely claimed missing documentation**

ET falsely stated they had not received list of issues despite submissions on Aug 3 and Sep 1

**February 8, 2023**

**ET Delay Procedural Issue**

### **Application for sanctions due to respondents' non-compliance**

Included video evidence that no judge viewed, ignored for months, then dismissed without merit

**March 27, 2023**

**ET Procedural Issue**

### **Bundle submission for upcoming hearing**

Later confirmed 10 emails with bundle were deleted by ET

**June 1, 2023**

**ET Procedural Issue**

### **REJ Findlay's false accusation letter**

Falsely accused claimant of disrupting ET with phone calls when only one call was made

**June 7-8, 2023**

**ET Delay Procedural Issue**

### **Preliminary hearing #8 without claimant's bundle**

Judge Camp announced ET could not find bundle, focused on strike-out application

**July 24-25, 2023**

**ET Procedural Issue**

### **Final hearing closed to public**

Judge Perry falsely claimed Respondents submitted 600-page bundle

**August 2, 2023**

**ET Procedural Issue**

### **Claims struck out without merits hearing**

After 3.5 years of litigation, no opportunity to present substantive case

**September 13, 2023**

**EAT Delay**

### **Appeal against strike out decision**

Still pending after 20+ months

**May 2024**

**ET Delay Procedural Issue**

## Access to hearing transcript finally granted

10 months after initial request, transcript later found to be deficient and inaccurate

. Key observations include:

- **Persistent Delays:** Nearly 80% of significant case events involved substantial delays, with six major delay periods ranging from 3 to 12 months.
- **Evidence Exclusion:** Critical evidence repeatedly "lost" or excluded, including bundle submissions, witness testimony, and video evidence of non-compliance.
- **Procedural Irregularities:** Numerous procedural issues including hearings in absentia, false claims about documentation, and unexplained cancellations.
- **Transcript Access:** 10-month battle to obtain transcript of proceedings with eventual transcript found deficient and inaccurate.
- **Final Strike Out:** After 3.5 years of litigation, the case was struck out without substantive merits hearing based partly on false claims about document submissions.

The case demonstrates a concerning pattern where procedural obstacles effectively denied substantive justice, with significant financial and career impacts exceeding £470,000 in lost compensation alone. Multiple appeals remain pending after years of delay.

## Timeline of Critical Events for the EAT (May-August 2023)

May 30, 2023

ET Admin Delay Procedural Issue

### ET claimed bundle was not in their possession

Claimed your bundle for June 7-8 hearing was missing despite submission on March 27. Later confirmed 10 emails with bundle were deleted by ET.

June 1, 2023

Judge Findlay Procedural Issue

### REJ Findlay's false accusation letter

Falsely accused you of 'regularly disrupting the work of HMCTS staff by telephoning' when you had made only one call in April 2023. Used powers to restrict your communication to writing only.

June 2, 2023

ET Delay

### Request for retraction and apology

You requested REJ Findlay retract false claims and apologize. She never responded.

**June 5, 2023**



## **Complaint to President of ETs**

Formal complaint to Judge Barry Clarke about judicial misconduct and breach of Bangalore Principles of Judicial Conduct.

**June 7, 2023**

**Judge Camp Procedural Issue**

## **Preliminary hearing #8 started without your bundle**

Judge Camp announced ET could not find your bundle, and chose to proceed with hearing Respondents' strike-out application first despite missing your evidence.

**June 7, 2023**

**Judge Camp Procedural Issue**

## **Judge Camp's procedural statements**

'If Rs' application is successful, there would be no need to examine C's other applications.' Made clear intention to potentially avoid addressing your applications.

**June 7, 2023**

**Judge Camp Procedural Issue**

## **Judge Camp repeatedly interrupted and silenced her**

When you tried to speak: 'Be quiet' (repeated numerous times). 'If you continue to talk across me, I will have to consider whether I will proceed with this hearing or whether I should strike you out.'

**June 7, 2023**

**Judge Camp Procedural Issue**

## **Judge Camp's dictaphone use**

Used dictaphone to make unilateral statements about Appellant's conduct: 'She then started making submissions about something else... continuing to make those submissions until I asked her to be quiet.'

**June 7, 2023 (afternoon)**

**Judge Camp Procedural Issue**

## **Judge openly directed Respondents' focus**

When Respondents' Counsel asked what to focus on, Judge Camp said: 'Whether a fair hearing is possible' - directing focus away from substantive issues to procedural grounds for strike-out.

**June 8, 2023**

**Judge Camp Procedural Issue**

## **Recusal application rejected**

Rejected detailed recusal application submitted that morning based on treatment during previous day's hearing and pattern from 2018 hearing.

**June 8, 2023**

**Judge Camp** Procedural Issue

## Applications dismissed 'without merit'

Dismissed all Appellant's applications without examining evidence, pronounced them without merit to potentially affect future cost applications.

**June 13, 2023**

**Judge Camp** Delay Procedural Issue

## Judge Camp formally dismissed applications

Dismissed all applications submitted since February 8, 2023 without reasons. Reserved reasons for later date.

**July 21, 2023**

**ET**

## Application for ET to audio record final hearing

Applied for recording of upcoming final hearing scheduled for July 24.

**July 24, 2023**

**Judge Perry** Procedural Issue

## Judge Perry closed hearing to public

Announced hearing would be closed to public for first two days to conduct 'case management' despite being scheduled as final merits hearing.

**July 24, 2023**

**Judge Perry** Procedural Issue

## False claims about Respondents' bundle

Judge Perry claimed Respondents had submitted c. 600-page strike out bundle on July 21. Later discovered through complaints procedure that no such bundle had been submitted.

**July 24-25, 2023**

**Judge Perry** Procedural Issue

## Judge Perry's threatening behaviour

'You know I can make things difficult for you,' Judge stated during closed proceedings. Pressured to abandon human rights and EU law complaints. Belittling comments; bullying over the 'clock'.

**July 24, 2023**

**Judge Perry** Procedural Issue

## Belittling behavior

'You are a professor of law and you do not know the Turner case'... 'I am disappointed in you...'. Made belittling criticisms in raised voice and repeatedly disregarded your legal responses.

**July 25, 2023 (afternoon)**

**Judge Perry** Procedural Issue

## Hearing opened to public after complaints

Judge announced hearing would be opened to public following day after Twitter posts about exclusion. Demeanour changed when observed.

August 2, 2023

Judge Perry Procedural Issue

### Cases struck out without merits hearing

Judge Perry struck out all claims without any substantive hearing after 3.5 years of litigation. Heavily relied on closed proceedings in judgment.

August 2023

Judge Perry Delay Procedural Issue

### Audio recording access denied

Judge Perry refused to release audio recording of July 24-25 proceedings despite her legal entitlement (Kumar authority) to transcript for appeal purposes.

## Patterns of Judicial Conduct by Judge

### REJ Findlay's Pattern of Conduct

- Falsely accusing Prof. Kostakopoulou of disrupting ET with calls when records showed only one call
- Refusing to acknowledge or retract false claims when corrected
- Threatening tone in communications and refusal to respond to legitimate requests
- Concealing deletion of her bundle evidence emails

### EJ Camp's Pattern of Conduct

- Repeatedly ordering Prof. Kostakopoulou to 'be quiet' and threatening to strike out her case for speaking without his permission
- Using dictaphone to make unilateral narrative about proceedings
- Proceeding without her evidence bundle while having Respondents' bundle
- Directing Respondents' counsel on strike-out strategy
- Dismissing applications 'without merit' without examining evidence
- Similar pattern to 2018 hearing (proceeding without your evidence)

### EJ Broughton's Pattern of Conduct

- Pressuring her to abandon human rights and EU law issues
- Falsely claiming human rights law was irrelevant to her case

- Allowing Respondents' Counsel to make false statements about University's status
- Not addressing applications for specific disclosure and witness orders for months – not making an Unless Order
- Failing to correct hearing record when requested

### EJ Perry's Pattern of Conduct

- Closed hearing to public for procedural matters that should be open
- Making false claims about document submissions (600-page bundle)
- Direct threats: 'You know I can make things difficult for you'
- Belittling you despite your legal expertise: 'I am disappointed in you'
- Striking out case without merits hearing after 3.5 years of litigation
- Refusing legally required transcript access for 10 months

### Conclusion: Systematic Pattern of Judicial Misconduct

The detailed timeline and analysis of judicial conduct from May to August 2023 reveals a concerning pattern across multiple judges that effectively denied the right to a fair hearing. Key patterns include:

- **Coordinated obstruction:** Multiple judges engaged in similar patterns of conduct that systematically impeded Appellant's ability to present her case.
- **Evidence manipulation:** From deleted email bundles to refusing witness orders and proceeding without Appellant's evidence, there was a persistent pattern of conducting hearings without her evidence.
- **Silencing tactics:** Judge Camp's repeated "be quiet" commands, threats of strike-out for speaking, and REJ Findlay's communication restrictions represent a pattern of preventing her from speaking. EJ Perry did the same during proceedings on 24 and 25 July 2023.
- **False statements:** Multiple false claims by judges, from non-existent bundles to false accusations about her conduct, were used to justify procedural decisions against her.
- **Closed proceedings:** Judge Perry closed what should have been a public final hearing, using the closed proceedings to bully her and later relying heavily on those proceedings in his judgment.
- **Transcript obstruction:** 10-month battle to access the transcript from audio recordings that is her legal right, with eventual transcript provided containing significant inaccuracies.

# Prof. Kostakopoulou's Employment Tribunal Litigation Drama (2020-2025)

## Chronological Timeline of Key Events

### February 2020 - December 2020

- **February 24, 2020:** First claim filed at Birmingham ET (victimisation claim)
  - Not served to all respondents until July 23 (5 months delay)
  - ET accepted University's incomplete response on April 15
- **August 4, 2020:** Second claim filed with urgent interim relief request
  - By law, interim relief hearings must be arranged within weeks
  - Application held by ET for months, sent to respondents mid-October
- **September 7, 2020:** Delayed preliminary hearing for first claim
  - Originally scheduled for July 17, postponed due to illness from suspension
- **November 3, 2020:** Interim relief hearing held in absentia
  - Three months after filing, breach of statutory notice period
  - Proceeded without claimant's documents
  - Judge denied interim relief without consulting ET file with protected disclosures
- **December 30, 2020:** Application for reconsideration of interim relief
  - Submitted with 392 pages of evidence and 27-page witness statement
  - Despite urgency, no response until August 1, 2021 (7 months later)

### 2021

- **April 1, 2021:** Preliminary hearing cancelled without notice
  - Less than 24 hours before scheduled time, no reasons provided
- **April 3, 2021:** Application to President of UK Tribunals
  - Requested transfer of cases out of Birmingham ET
  - No response received, no action taken
- **July 7, 2021:** Application for stay due to High Court proceedings
  - Stay granted October 26 (3.5 months later)
  - Stay lasted until end of December 2021
- **December 31, 2021:** Application to lift stay
  - Requested urgent listing of cases
  - High Court had denied access, stating claims would be heard by ET

### 2022

- **March 2, 2022:** Applications highlighting unacceptable delays
  - Human rights violations raised
  - Not adequately addressed
- **March 24, 2022:** Appeal to EAT raising human rights violations
  - EAT dismissed appeal
  - Court of Appeal refused leave without addressing grounds
- **July 21, 2022:** Preliminary hearing #4
  - Final merits hearing set for one year later (July 24, 2023)

- Presented research on 585 unfair dismissal cases handled more quickly
- **July 22, 2022:** Application for critical witness orders
  - Including two key student witnesses with direct evidence
  - Not decided until February 27, 2023 (7 months) then refused
- **September 9, 2022:** Request for disclosure of documents
  - Only partially addressed February 27, 2023 (6 months later)
- **September 27, 2022:** Judge falsely claimed missing documentation
  - Stated ET "did not appear to have received list of issues"
  - Used as reason for not issuing witness orders
  - Evidence showed submissions on August 3 and September 1, 2022
- **November 21, 2022:** Renewed application for Unless Order
  - For factualisation of allegations
  - Ignored, repeated December 1, 11, 18, 20, and in early 2023

## 2023 (January - June)

- **January 13, 2023:** Preliminary hearing #5
  - Judge Broughton pressured abandonment of human rights and EU law complaints
  - Claimed human rights law irrelevant, allowed false statements about University's status
  - Did not examine scheduled applications, relegated to February 27
- **February 8, 2023:** Application for sanctions
  - Due to Respondents' breach of ET disclosure order
  - Included video evidence that no judge viewed
  - Ignored for months, dismissed June 13 without merit
- **February 20, 2023:** Request for note-taking at February 27 hearing
  - REJ Findlay refused, falsely claimed ET lacked recording equipment
  - Threatened claimant
- **February 27, 2023:** Preliminary hearing #6
  - Applications finally addressed but mostly refused
- **March 27, 2023:** Submitted bundle for upcoming hearing
  - Later confirmed 10 emails with bundle were deleted by ET
- **March 28, 2023:** Preliminary hearing #7 aborted
  - Due to judicial conflict of interest (judge colleague of Respondents' Counsel)
- **May 30, 2023:** ET claimed bundle was missing
  - Despite submission on March 27 (2 months earlier)
- **June 1, 2023:** REJ Findlay's false accusation letter
  - Falsely accused claimant of disrupting ET with phone calls
  - Claimant had made only one call in April 2023
  - Restricted communication to writing only
- **June 7-8, 2023:** Preliminary hearing #8 without claimant's bundle
  - Judge Camp: "We do not have this bundle"
  - Focused on Respondents' strike-out application
  - Repeatedly ordered claimant to "be quiet"
  - Used dictaphone to make unilateral statements
  - Refused recusal application and dismissed all applications without evidence review
- **June 13, 2023:** Judge Camp formally dismissed all applications
  - Applications from February 8 dismissed without reasons

- Reserved reasons (delivered September 2023)

## **2023 (July - December) - 2024**

- **July 21, 2023:** Application for ET to audio record final hearing
- **July 24, 2023:** Final hearing closed to public
  - Judge Perry claimed Respondents submitted 600-page bundle
  - Later discovered through complaints no such bundle existed
  - Individual Respondents (Ennew, Sanders) absent but not commented on
- **July 24-25, 2023:** Judge Perry's conduct during closed sessions
  - "You know I can make things difficult for you"
  - Pressured abandonment of human rights and EU law complaints
  - Belittling: "I am disappointed in you"
  - Changed demeanour when hearing opened after Twitter complaints
- **August 2, 2023:** Cases struck out without merits hearing
  - After 3.5 years of litigation
  - No opportunity to present substantive case
  - Judgment heavily relied on closed proceedings
- **August 2023:** Transcript access denied
  - Judge Perry refused to release audio recording despite legal entitlement
- **September 13, 2023:** Appeal against strike out decision filed
  - Still pending since August 2023
- **September 21, 2023:** Appeal for transcript access filed
  - EAT ignored urgent submissions for 5 months
- **March 2024:** EAT sifted appeals without transcript
  - Despite requests to wait for transcript
- **May 2024:** Access to transcript granted
  - 10 months after initial request
  - Transcript later found deficient and inaccurate

Professor Theodora Kostakopoulou Appellant

Date 9 April 2025