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Manager Wins Case After Reporting CEO's Husband's Misconduct

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A manager who lost her job after she accused her employer's husband of making crude, sexually inappropriate remarks has won her case for unfair dismissal, in a ruling that raises fresh questions about accountability and workplace culture in British companies.

Amber Stoter, aged 30 and a mother of three from Bicester, Oxfordshire, began working for Gain Healthcare in June 2023, according to tribunal records. She reported that Tytan Nkomo, the husband of Chief Executive Officer Olinda Chapel-Nkomo, had subjected her to repeated inappropriate comments, including calling her “part of my property” and

suggesting she was like “his girlfriend.” According to tribunal documents, Mr. Nkomo, who worked as an Information Technology specialist, also sent Ms. Stoter messages with sexual overtones about her appearance, such as telling her, “That’s not the only thing you make go hard,” about a photo she posted online.

Ms. Stoter first raised her concerns with her line manager, Jessica Cannon, who asked Mr. Nkomo to stop working in the office but took no further steps to escalate the issue or formally document her complaint. Within days, Ms. Stoter was summoned to a performance meeting with the Chief Executive Officer, where she said she felt ambushed and accused of escalating tensions. She was fired on June 28, 2023, with her employer citing “concerning and escalatory behaviour” that included allegedly shouting and using foul language during the discussion.

Despite the intimidating circumstances, Ms. Stoter represented herself at the Reading Employment Tribunal over a three-day hearing. Employment Judge Baran ruled that her dismissal was automatically unfair due to her protected reports of harassment, and that she had suffered victimisation under the Equality Act 2010.

Speaking after the verdict, Ms. Stoter said, “It was the most bizarre and horrible thing I’ve ever had to go through. I had to go to the General Practitioner because my anxiety has been through the roof.” She explained that she prepared her case alone, often surviving on only three hours’ sleep each night as she reviewed legal documents.

Although she has since struggled to find work due to concerns from prospective employers about her tribunal history, Ms. Stoter said she does not regret standing up for herself. “This wasn’t about money,” she told reporters. “This was about principle. I’m proud that I’ve used my voice for good.”

A remedy hearing to determine compensation is scheduled for September, and Gain Healthcare has declined to comment publicly on the tribunal’s judgment.

This case serves as a clear reminder that no organisation, regardless of size or leadership connections, is exempt from the fundamental duty to protect employees from harassment and retaliation. While many businesses claim to champion transparency and fairness, this judgment suggests those pledges are not always matched by action.

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