# Employment tribunal rules in favour of Roz Adams in gender-critical views dispute



An employment tribunal has ruled in favor of Roz Adams, who filed a constructive dismissal claim against Edinburgh Rape Crisis Centre (ERCC), citing harassment and discrimination over her gender-critical views. Adams, who began working at ERCC in February 2021, raised issues regarding the organization’s approach to gender identity, particularly its stance that “a trans woman is a woman.”

The tribunal case, initiated in June 2022, centered around an email Adams received from a survivor wanting assurance that they would be seen by a biologically female staff member. Following this, disciplinary proceedings against Adams began, which Judge Ian McFatridge described as a “heresy hunt” motivated by her gender-critical beliefs. The tribunal found the proceedings “spurious and mishandled,” likening them to a Kafkaesque process.

ERCC’s CEO Mridul Wadhwa, identified as a key figure in the investigation, was noted for advocating that the best way to ensure staff support for trans-inclusionary policies was to “fire them.” Adams ultimately resigned in spring 2023, and the tribunal upheld her claim of unfair constructive dismissal.

Adams, now working at Beira’s Place—a support service for women who have experienced sexual violence founded by JK Rowling—welcomed the ruling, stating it validates her struggle and underscores the importance of offering survivors a choice of supportive services based on sex.

ERCC’s board expressed sadness over the outcome and announced support for an independent review of their practices, commissioned by Rape Crisis Scotland, to ensure high standards in service provision.