

**INDUSTRIAL TRIBUNAL**

**COURT #5 SAFFREY SQUARE, EAST & BAY STREETS, NEW PROVIDENCE  
COMMONWEALTH OF THE BAHAMAS**

Before

**Ingrid Cooper-Brooks (Vice President)**

(Sitting Alone)

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**INGRID CULMER**

Applicant

vs.

**UNIVERSITY OF THE BAHAMAS**

Respondent

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**ORDER ON DIRECTIONS**

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**APPEARANCES**

For the Applicant

Ms. Camille Cleare  
Harry B. Sands, Lobosky & Company

For the Respondent

Mr. Keith Major  
Mr. Audley Hanna, Jr  
Higgs & Johnson

**UPON APPLICATION** by the Applicant, pursuant to Rule 7(7) of the Industrial Relations (Tribunal Procedure) Rules, 2010, for an Order striking out the whole of the Notice of Appearance and that the Respondent be debarred from defending this dispute altogether on the grounds that the Respondent has wholly or substantially failed to comply with the Court's Order dated 8<sup>th</sup> February, 2023 to produce specific discovery and with the Court's Order dated 4<sup>th</sup> April, 2023 granting an extension of time to comply with the earlier Order for discovery;

**AND UPON HEARING** Ms. Camille Cleare of Counsel for the Applicant and Mr. Keith Major of Counsel for the Respondent;

**IT IS HEREBY ORDERED THAT:**

- (i) The aforementioned Application is dismissed as unwarranted in the circumstances, the Respondent having subsequently complied with the Order for discovery; albeit two (2) of the three (3) Minutes produced are not signed;
- (ii) This dispute shall proceed on the merits, due consideration having been given to **Section 57 (1)(a) and (b) and Section 60** of the **Industrial Relations Act**;
- (iii) The parties shall file all documents referred to in this order with the Tribunal electronically and shall furnish the Tribunal with physical copies;
- (iv) There will be mutual exchange of documents between the parties.
- (v) The parties are to file Witness Statements on or before 26<sup>th</sup> June, 2023;
- (vi) The Applicant is to file Skeleton Arguments and Bundle of Documents on or before 3<sup>rd</sup> July, 2023;
- (vii) The Respondent is to file Skeleton Arguments and Bundle of Documents on or before 7<sup>th</sup> July, 2023;
- (viii) The Applicant is at liberty to call two (2) witnesses.
- (ix) The Respondent is at liberty to call four (3) witnesses.
- (x) The estimated length of trial is two (2) days.

**AND THIS IS THE ORDER OF THIS TRIBUNAL**

Dated this 5<sup>th</sup> Day of June, A.D., 2023

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**Ingrid Cooper-Brooks**  
**Vice President**  
**Industrial Tribunal**