



Sibyl Ruth v Cornerstones Publishing

Senior editor settled age and belief discrimination case with publishing firm

Jurisdiction: Employment Tribunal 2024

Sector: Publishing

Causes of action: Age discrimination, Belief discrimination

Legal representation: Chris Milsom (counsel), Emma Hamnett at Doyle Clayton (solicitor)

Supporting organisation: Free Speech Union

Updates: [Sibyl Ruth's crowdfunder](#)

Summary of events

Sibyl Ruth is an editor with over 30 years' experience and was engaged as a "core editor" by Cornerstones Publishing (CP). She holds "gender-critical" beliefs: that a person's biological sex is unchangeable and sometimes more relevant than their gender identity.

Ruth responded to a tweet featuring a transgender individual, questioning societal attitudes toward gender identity. She noted how women with minor facial hair are criticised while a "five o'clock shadow" could be seen as part of a female identity. Shortly after the tweet, a client project was abruptly terminated and Ruth removed from CP's website.

Ruth submitted a subject access request to CP which revealed that staff members had expressed concerns about her tweet along with discussions among employees on how to discontinue Ruth's work while managing public understanding of their decision.

Ruth launched legal action against CP, alleging discrimination on the grounds of her gender-critical beliefs and age, asserting that such beliefs are often held by older women.

Outcome

A settlement (including an apology from CP) was agreed before the claim reached an employment tribunal hearing.