



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Leroy Smith

**Respondent:** Ultra Voice (a charity)

**Heard at:** London South

**On:** 11 & 12 November 2019

**Before:** Employment Judge Fowell

**Ms K Khawaja**

**Ms V Blake**

**Representation:**

**Claimant:** In person

**Respondent:** Mr K Wilson, instructed by Hogan Lovell International LLP

## JUDGMENT

The unanimous decision of the Tribunal is that all complaints are dismissed.

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Employment Judge Fowell  
Date 12 November 2019