

**Case Numbers: 2201127/2019
2202159/2019
2202770/2019
2203220/2019
2203545/2019**



EMPLOYMENT TRIBUNALS

Claimant: Mr L Hasan

**Respondents: Dr C Hoffman
University College London (UCL)
Mr A Salisbury
Ms L Y Liao**

JUDGMENT

Each of the following claims are dismissed following a withdrawal by the Claimant.

1. The claims for harassment and for direct discrimination on the grounds of race and or sex Harassment on the grounds of race and/or sex when the Claimant had alleged:
 - (1) In October 2018 the Respondent forced the Claimant to teach level 2 Arabic to 2 unfit medical students and ignored his suggestions to teach them separately
 - (2) In December 2018 the Respondent bullied the Claimant to allow his students to sit an error-ridden exam,
 - (3) In February 2019 bullied the Claimant to accept an unfit student into his level 2 Arabic class and ignored his concerns.

2. The claims for discrimination on the grounds of race or sex as follows:
 - (1) In November 2016, the Respondent emailed two female members of the Arabic team about changes in the team but did not email the Claimant. When later asked for a copy the Respondent sent a forged version.
 - (2) June 2018 the Respondent failed to ask the Claimant if he would be interested in the co-ordinator role but only asked his 2 female colleagues;

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- (3) In September 2018, the Respondent allowed the Claimant only 2 days to apply for the post of co-ordinator, whereas his 2 female colleagues had been allowed 3 months;
- (4) In November/December 2018, the Respondent failed to reply to two emails from the Claimant asking for the outcome of his application;
- (5) In December 2019 the Claimant was bullied by the Respondent and others to let his students sit a poor quality exam;
- (6) In January 2019 the Respondent appointed Ma LiYun Liao to be coordinator of the Arabic department despite her not being able to speak Arabic.
3. All claims of direct discrimination and harassment in the third claim number 2202770/2019, including claims for gender re-assignment.
 4. The claim for unfair dismissal in the third claim number 2202770/2019.
 5. The claim for unauthorised deductions or other payments in the third claim number 2202770/2019.
 6. The claims of direct discrimination, victimisation and harassment in the fourth claim number 2203220/2019.
 7. The claims of direct discrimination on the grounds of sex and the claim of victimisation in the fifth claim number 2203545/2019.

The remaining claims will be heard in due course.

EMPLOYMENT JUDGE WALKER

SIGNED ON: 10 Dec 2019.

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JUDGMENT SENT TO THE PARTIES ON

13/12/2019

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FOR THE TRIBUNAL OFFICE